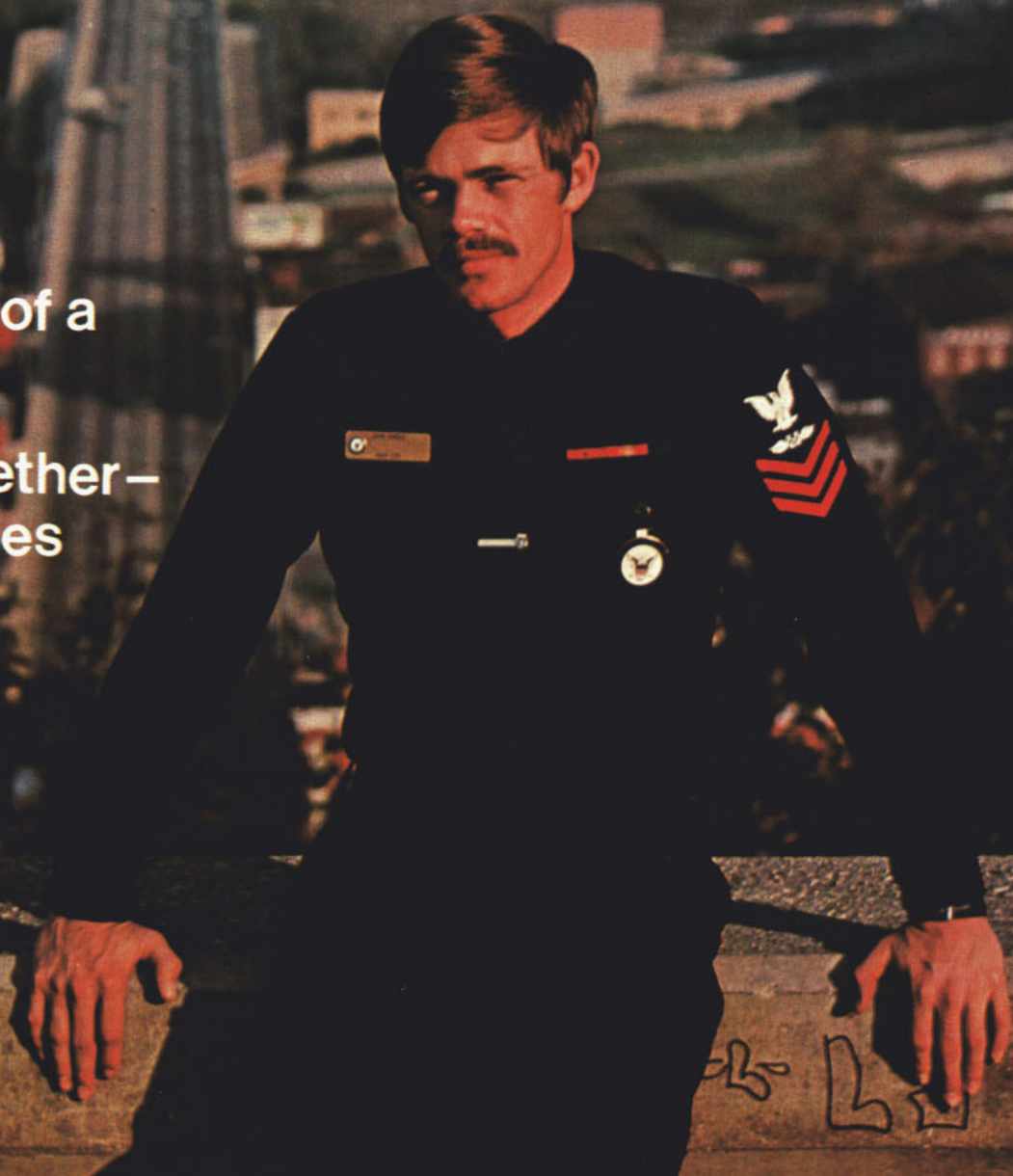


ALL HANDS

JUNE 1979

The Making of a
Recruiter

Serving Together—
Navy Couples





First Lady Rosalynn Carter welds her initials into the keel of the Trident submarine Georgia at the Groton (Conn.) shipyard of Electric Boat, following the April launching of the first Trident, Ohio (SSBN 726). Ohio was christened by Mrs. Annie Glenn, wife of Ohio Senator John Glenn. (Photo by PH2 Doug Tesner.)



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ALL HANDS

MAGAZINE OF THE U.S. NAVY — 56th YEAR OF PUBLICATION
JUNE 1979 NUMBER 749

Chief of Naval Operations: ADM Thomas B. Hayward
Chief of Information: RADM David M. Cooney
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Front and Back: ABH1 Jack Eagle is deep into his work as a Navy Recruiter in Western Hills, Ohio, a suburb of Cincinnati. The journey from sea duty to recruiting was a long, sometimes difficult one for Eagle but it was worth it. See his story beginning on page 20. Both photos by JO1 Jerry Atchison.

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Currents

Chief Quartermaster Wins First Neptune Award



When Hubert T. Coleman made his first patrol in USS *Patrick Henry* (SSBN 599) in 1962, he had no idea he would one day receive an award for the individual on active duty with the most strategic submarine patrols. QMC(SS) Coleman, who is presently stationed at Submarine School, New London, Conn., will become the first recipient of the Neptune Award presented by the Deputy Chief of Naval Operations for Submarine Warfare for the most SSBN patrols completed — 23. “Twenty-three is a pretty healthy number,” he agreed. “I never started out to set any records in the first place.” Chief Coleman, who edged out EMCM(SS) E. G. Kite because his record-setting 23rd patrol had the earliest completion date, has served on five different submarines during his 18-year career. He feels life aboard a submarine is something special. “Every boat is an individual,” he said. “The closeness of the crew is what makes life aboard a submarine a little better. I’d recommend it to anybody.” Chief Coleman sees more specialization among the men who wear the Dolphins in today’s Navy. He said there is more emphasis on qualifying in rate than in the past. Chief Coleman readily admits he’s a little partial towards submarines. “If I had to do it over again, I’d probably do the same thing,” he said. “As far as type of command, I think a submarine is probably the best.”

New Officer, CPO Uniforms, Half Boots for Women

Four new uniform items including a soft shoulder board option and summer blue for male officers, service dress white for E-7–E-9, and half boots for women were announced in NAVOP 43/79. The new summer blue uniform for male officers is effective immediately but must be prescribed by local competent authority. It consists of a short sleeve summer white shirt, hard shoulder boards and service dress blue trousers. The other three items are effective when announced after supplies become available. Male officers will be authorized to wear a long sleeve white shirt with soft shoulder boards and tie as an option with the service dress blue uniform. The purpose of this change is to permit display of rank insignia when the coat is removed. The new service dress white uniform for male and female master chief, senior chief, and chief petty officers will be identical to officer service dress whites except for the insignia which will be a sleeve rating badge. This uniform will be optional for two years before it becomes required. A plain black half boot with heel will be optional for women to wear with the slacks option of summer blue, winter blue, winter working blue, service dress blue and khaki.

Changes in Assignment Policy for Married Couples on Sea Duty



A new assignment policy has been instituted to alleviate the problems resulting from the simultaneous assignment of married Navy couples to sea duty. If a husband and wife are both in the Navy, have no dependents, and are assigned to shipboard duty at the same time, they are not eligible for BAQ under present law. Under the new policy, Navy members married to Navy members, who are without legal dependents, will not be assigned to shipboard duty at the same time unless they volunteer. They must then acknowledge in writing their awareness of loss of BAQ. Husbands and wives now assigned to shipboard duty must volunteer in writing to continue their present assignments, or one will be reassigned. The policy will also apply to those who marry subsequent to assignment to sea duty. It does not apply to members who are only planning to be married by the time they rotate to sea duty.

New Physical Security LDO/Warrant Program



New physical security designators for limited duty officers and warrant officers have been announced by the Bureau of Naval Personnel. The designators were established to place added emphasis on the Navy's Physical Security and Law Enforcement Program and to provide upward mobility for the master-at-arms (MA) rating. The MA rating was established in 1973. It has now developed sufficiently to support a path to LDO and warrant officer. Billets have been identified that require the new categories for full-time duties in physical security and law enforcement. At present, officers of various specialties are assigned to law enforcement duty on a temporary basis. Billets selected for the new LDO and warrant communities will be phased in over a period of years to allow for growth at a programmed rate. The first members of the new communities will be selected in FY 81.

Soviet Springex 79 Stresses ASW



Anti-submarine warfare has been emphasized by the Soviet Navy during Springex 79, a large scale Soviet naval exercise being conducted in the North Atlantic and Norwegian Sea. The annual spring exercise has taken place in three distinct ocean areas and is similar in size and scenario to other Soviet naval exercises of recent years. At least 24 Soviet surface ships including the aircraft carrier *Kiev*, numerous nuclear-powered and conventionally powered submarines; and reconnaissance and strike aircraft from the Mediterranean, the Soviet Northern Fleet, and the Baltic Fleet have taken part in the exercise. In addition to reconnaissance and simulated strike missions conducted in the Norwegian Sea and North Atlantic, Soviet aircraft have operated out of the Soviet Union, Cuba, Angola, and Aden. Although the emphasis in Springex 79 has been on anti-submarine warfare, anti-shipping and area defense operations have also been conducted.

Nuclear-power Trained JOs Actively Sought

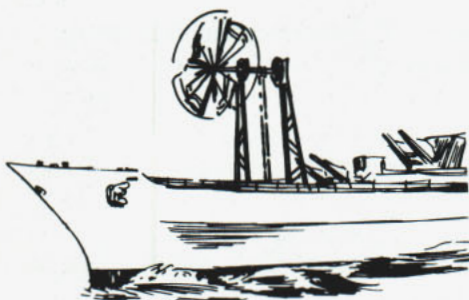


NAVOP 39/79 put out the word. The Navy is looking for junior officers to fill an increasing number of billets aboard nuclear-powered surface ships and submarines. With a vigorous nuclear fast-attack submarine building program underway, the new *Trident*-class fleet ballistic missile submarines, and nuclear-powered surface ships at sea or being built, the need has never been greater for trained junior officers to man those ships. Junior officer applicants from the following year groups are needed for nuclear ship manning:

- Year groups 74 through 78 for duty in the submarine nuclear fleet.
- Year groups 70 through 78 for duty in the surface nuclear fleet.

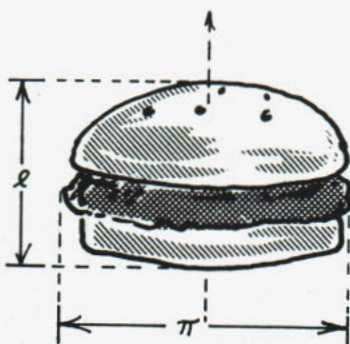
Eligible officers are encouraged to apply for nuclear-power training in accordance with BUPERSMAN Article 6610300.

Navy Experiments With Windmills for Electric Power



It takes more than hot air to produce energy. But in at least one case, warm air — specifically, tropical trade winds blowing over the northeast shore of Oahu, Hawaii — can be harnessed to produce usable electric power. Under the supervision of the Navy's Civil Engineering Laboratory (CEL), a windmill with a 25-foot diameter propeller was recently erected at the Marine Corps Air Station, Kaneohe Bay. The system is designed to produce 20,000 watts of power when winds are 25 knots or more. The installation generates direct current which can be converted to alternating current for use by most equipment. CEL, which is overseeing the Navy's Wind Energy Program, has a goal of reducing energy costs of shore facilities — especially those at remote locations — by \$10 million annually. The Navy will ultimately test all types of wind energy developed by civilian industry and the Department of Energy. In addition to the Kaneohe Windmill which will be in place about a year, the Navy is experimenting with wind generator systems at Port Hueneme and San Francisco, Calif., and San Nicholas Island, off the California Coast.

Soy-burgers? Extended Ground Beef Being Tested



If you add soy protein to ground beef, form it into a patty and cook it, you will have something that looks like a hamburger, tastes like hamburger, yet is less fattening and saves the U.S. Government \$6.2 million annually. And that's just what the Department of Defense has ordered in a move to offset the effect of spiraling beef prices. The Navy, along with the other services, will take part in an evaluation to determine if use of a 20 percent soy extended product in recipes calling for bulk ground beef will work on a large scale. The Defense Department FMOD Planning Board approved the concept after reviewing encouraging results from test of the new product at selected dining facilities. First delivery of the soy-extended ground beef is expected at dining facilities sometime in June. Soy-extended ground beef patties will be available on an optional basis. Since DOD buys about 28 million pounds of bulk ground beef each year, the action could save \$6.2 million. Use of the soy protein to supplement ground beef does not result in a loss of nutritional value of the product. After an extensive evaluation of soy protein products through the end of this year, a final decision will be made on whether to continue the program.

In Brief...

Reenlistment Terms . . . Effective immediately, the minimum terms of reenlistment are modified to allow two- and three-year contracts. The minimum length of an unconditional agreement to extend is reduced to 24 months. NAVOP 35/79 explains the change.

Guard III Program . . . Phase II of the Guard III program will begin on Aug. 1, 1979, rather than Oct. 1 as previously announced. Accordingly, all E-4 through E-9 personnel (and certain eligible E-3s) with less than 25 years' active military service whose EAOS is Aug. 1, 1979, or after are included in the Guard III program. More information is in NAVOP 37/79, or see your career counselor.



Subspecialty Board Reminder . . . Unrestricted line officers in the grades of captain, commander and lieutenant commander with significant experience in the field of financial management and applied logic are reminded that June 15 is the deadline for receipt of applications for the plans and programs subspecialty board. Officers not currently coded in one of these education or skill fields who consider themselves qualified for subspecialty coding through experience should forward applications to the Chief of Naval Personnel (NMPC-462/PERS-402).

DOD 'Hotline' . . . The Department of Defense announced that a toll-free telephone number (800-424-9098) will be available for 30 days starting April 2 for individuals who wish to report suspected instances of fraud or waste in DOD transactions with the General Services Administration. Washington, D.C. area callers can use the local number 693-5080. Authorized callers may use AUTOVON 223-5080.



SECNAV EEO Plan . . . The first phase of the Secretary of the Navy's Equal Employment Opportunity Affirmative Action Plan, approved March 27, is designed to increase significantly the participation of military civilian managers in improving the EEO environment of the Navy. ALNAV 32/79 reviews the secretary's commitment.

Reeves Hits 10 of 11 . . . USS *Reeves* (CG 24) claimed a fleet record recently by recording 10 evaluated hits out of 11 missile firings conducted against drone targets at the Pacific Missile Range Facility, Barking Sands, Kauai, Hawaii. *Reeves'* missile firings came at the end of a five-week combat system ship qualification trial, which included extensive systems analysis, training and final certification.

Sharing Life...on



AT3 Robert Wolf and ADAR Krystal Wolf, members of the Memphis-based flying rifles drill team, step into a new life as job-sharing couples.

and off the job

The idea that men are the sole breadwinners and women are bound to the role of homemaker is now archaic, old-fashioned, and socially unacceptable to many people. Both spouses working to support a family is not unusual. However, the situation where couples work within the same profession, and often together is still uncommon.

In this class of working couples with shared careers are 1,835 married Navy couples. Needless to say, a Navy career is unique when compared to the professions of civilian job-sharing couples. Despite particular demands placed upon Navy couples and pessimistic talk that a military occupation can destroy a marriage, a growing number of couples are discovering that sharing a Navy career is a viable way of life.

The couples say that advantages of dual careers in the Navy are many, including military benefits, a double income and job security.

But the arguments against shared

careers are also voiced. Some couples worry about the possibility of morale problems, the interference of personal with professional lives, and the fear of extended separations. Following are some examples of shared lives in the Navy.

★ ★ ★

In their Navy career roles, Dr. and Mrs. Wilson are known as Captain David Q. Wilson, Medical Corps, and Lieutenant Mary Ann Renfro, Medical Service Corps. Both are assigned to Naval Regional Medical Center, Oakland, Calif.—he is the Regional Health Care Coordinator and she is the assistant head of Physical Therapy.

The couple met and married while both were staff members serving at the National Naval Medical Center, Bethesda, Md.

"This staff relationship could have caused a problem, I suppose," the doctor said. "But we worked it out with

Mary Ann reporting to the Chief Therapist. There was no serious interference with the functions of the department or resentment among other staff members. Neither one of us would trade on our relationship in any way," he emphasized.

The couple's four children bear the surname of Renfro-Wilson. LT Renfro said she retains her maiden name for professional reasons, to avoid losing her personal identity.

"I also feel that it is very important not to be known as *the captain's wife*," she added.

Some might think that raising a family while working full time is a drawback for career-oriented couples, but LT Renfro doesn't agree.

"In our case, it has proven to be an advantage. When I work nights, David is with the children, which is good for them. He willingly shares the responsibilities of maintaining the home," she explained. "If I clean the house, he does the laundry; if he cooks, I do the dishes. We try to include the children when they want to help—it may take longer to complete a task, but it's important to them."

The doctor believes that another advantage of job sharing is the strength it adds to their marriage.

"We have more in common than in the traditional civilian marriage of breadwinner and homemaker," he said. "We have common goals and get more satisfaction in getting things done together."

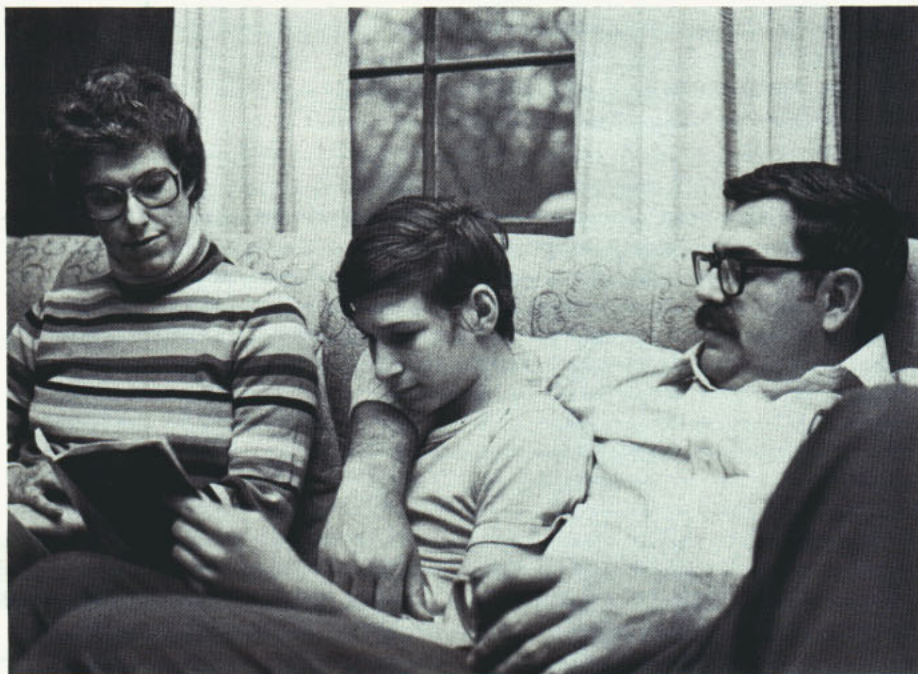
★ ★ ★

Although most couples are satisfied with their lot, they do agree that there is one obvious disadvantage to their military life—separate duty stations.

Lieutenant Mary Ann Renfro retains her maiden name for professional purposes and to avoid losing her personal identity. "I also feel that it is very important not to be known as the captain's wife."—LT Mary Ann Renfro (Photo by HMC Steven L. Spring)



Sharing Life...on and off the job



"We both understand that we go where the Navy wants and that we have to work within the system to accomplish what needs to be done"—YN1 Lydia Hughes (Photo by JO2 Lon Cabot)

Separation took on greater meaning for married couples last October when a change to federal law made women eligible for sea duty—a part of Navy life hitherto reserved for men.

Everyone had to adjust and for Chief Cryptologic Technician (Administration) Michael Hughes and wife Yeoman First Class Lydia, it meant making sea duty a family concern. Michael is assigned to the amphibious command ship USS *Mount Whitney* (LCC 20) and Lydia is serving aboard the repair ship USS *Vulcan* (AR 5).

The Hugheses say that their unusual circumstances create some difficulties, but agree that their common sea duty also has its benefits.

"Lydia's assignment to the *Vulcan* means she'll be able to serve her sea tour here in Norfolk," said Michael. "If she wasn't assigned to a ship, she'd either be stationed overseas or, possibly, at an isolated shore station."

"When my wife comes up for sea duty, the best the Navy can do is station us in the same port—but we'd be on different ships"—QM2 Ron Andrus

accomplish what needs to be done," said Lydia. "So far, that's worked out just fine."

★★★

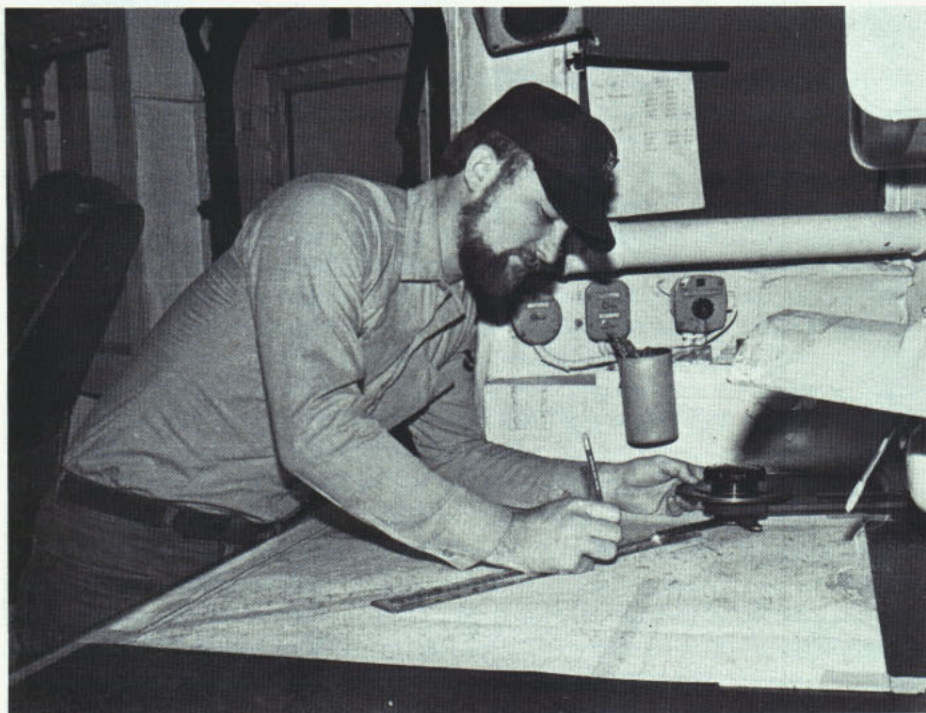
Yeoman Third Class Theresa Andrus works in the Fourth Naval District Judge Advocate's office in Philadelphia, but she'll soon be eligible for sea duty. Theresa's husband Ron, a quartermaster second class assigned to the Philadelphia-based Naval Reserve Force destroyer USS *Hawkins* (DD 873), is very concerned about her pending sea tour.

"When my wife puts in for sea duty," said Ron, "the best the Navy can do is station us in the same port, but we'd be on different ships—ships that may not be in port at the same time."

"Also, with both of us on sea duty, we wouldn't be eligible for basic allowance for quarters (BAQ) or base housing," continued Ron. "Consequently, we wouldn't be able to afford off-base housing and would have to live in the ships."

Ron added that he does not receive family separation allowance when he's deployed, no dislocation allowance for overseas unaccompanied tours, and, unlike military members married to civilians, he's ineligible for married, single or partial BAQ.

However, in spite of the financial





"The detailers have been very good to us since we have been married"—LT Cheryl Frank (Photo by JO1 Gary L. Martin)

inequities, the Andruses agreed that with their combined incomes they are still better off than most.

★★★

Although most separations are caused by ship deployments, geographic differences can also keep a couple apart.

Such is the case of Carol and John Zarbock. Carol, a yeoman first class, is assigned to the Protocol Office at Supreme Allied Commander Headquarters in Norfolk, while John, a chief boatswain's mate, is in Corpus Christi, Texas. They've been married only four months and haven't been together since their wedding. John, however, is hoping for orders to a ship in the Norfolk area.

The Zarbocks feel that this type of separation is very hard on a marriage; they both wish this problem could be alleviated. In spite of their separation, the Zarbocks share the same enthusiasm about job security, financial benefits and the professional achievements that the military offers.

★★★

After three years of married life, including active duty and transfers,

Supply Corps Lieutenants Dennis and Cheryl Frank have yet to be separated—a fact they attribute to excellent detailing.

Dennis is the control officer on board the Yokosuka-based combat stores ship USS *White Plains* (AFS 4) and Cheryl is the fiscal officer at the Naval Supply Depot in Yokosuka.

"The detailers have been very good to us since we have been married," Cheryl said. "When we came to Japan, the detailers helped. Dennis was due for transfer in November 1977, but I was scheduled for transfer in July," Cheryl added. "To coordinate our transfers, the detailer gave us the same projected rotation date and transferred us together."

The Franks believe that being in the same corps and having the same rank is an advantage. In addition, Dennis feels that being married to another supply corps officer is a professional benefit.

"For example," said Dennis, "with Cheryl working at NSD I've become acquainted with more supply people. In essence, these contacts alleviate many of the problems involved in getting the job done quickly."

Dennis added that discussing and solving professional problems is made easier because of their dual careers.

★★★

Aviation Electrician's Mate Second Class Chris Day and Yeoman Third Class Jahni Day are also impressed by the efforts and coordination shown by their detailers in getting them joint duty assignments.

"We have to make the necessary sacrifices..."—AE2 Chris Day



Sharing Life...on and off the job

However, Chris, assigned to the Naval Air Station, Guantanamo Bay, Cuba, and Jahni, stationed at the Naval Station's administration office, haven't always been fortunate to have coinciding assignments.

"There was a time when we had to be separated because of our duties," said Chris. "We both had to maintain separate houses; it was difficult getting adjusted to that. And, it's difficult to readjust when you first get back together."

cles to their next assigned duty station.

Although Chris has committed himself to a Navy career, Jahni says that there are still things to be taken into consideration.

"I want my own career and I like my present job," she said. "But, before I fully commit myself to a Navy career, there are things to be considered."

★★★

Ralph and Mary Bonnin share a career that not only keeps them closer together than most couples, but is uni-

bandry and recovering torpedoes used in test shots.

"Since we're both part of the team, we go in together when something comes up," said Ralph, a hull technician third class. "But we have a babysitter that we can call at anytime...it doesn't cause any problems."

Mary is undecided about making the Navy a career, but declared that if she doesn't reenlist, it isn't because she finds it difficult to cope with diving, marriage, family and the military. Ralph, on the other hand, definitely plans to continue his Navy career.

★★★

Aviation Electrician's Mate Second Class Richard Sherman and Yeoman Second Class Mary Sherman view themselves not only as a married couple, but also as Navy team.

"We think it's dynamite," said Sherman (as Richard prefers to be called). "When our civilian friends find out about our dual careers, we often spend hours talking about our jobs and how the Navy benefits our marriage."

Mary added that "it has enriched our marriage because we have a better insight into what the other is going through. I understand better than most civilian wives why he has to work overtime or get up at 4 a.m. on his day off because I've had to do it too."

Competition for rate is also part of the Shermans' careers. Sherman has one chance to make first class before Mary becomes eligible for advancement. "To encourage him," Mary said, "I tell him that I'm going to make it the first time around. I don't really care though because my main reason for wanting him to make it is for the added income," she continued. "Another reason—and all Navy couples have to face this—is that if the wife makes rate before her husband, he gets ribbed unmercifully at work. To me, however, it all goes into the same checkbook."

Although the Shermans face the same basic problems encountered by other military couples, they don't believe that Navy couples should be given preferential treatment. But, there are several things the Navy could do to make couples happier.



"Since we're both part of the team, we go in together when something comes up"—HT3 Ralph Bonnin (Photo by Bruce Parker)

"You become very independent," reflected Jahni. "Going through the separation, we realized that we have separate identities. After living independently, couples tend to respect each other's individuality more."

The Days agree that, while Navy life has a few bugs to be ironed out, the pros far outweigh the cons. They pointed out that, as a married military couple, they both receive single BAQ when assigned to shore duty in the States, and upon receipt of orders they are authorized to ship two households as well as two vehi-

que among their counterparts—they're deep sea divers.

The Bonnins feel that being married and having a family has not hindered the effectiveness of their sometimes dangerous work. In fact, Mary continued to dive up to the sixth month of her pregnancy.

"That was a department first and they really didn't have any guidelines to follow," said Mary, an electrician's mate third class. "I found it awkward, but not dangerous, to dive that far along in my pregnancy."

As divers assigned to the Naval Station Roosevelt Roads, Puerto Rico, the Bonnins' work includes ship's hus-



"...it (job-sharing) has enriched our marriage because we have a better insight as to what the other is going through..."—YN2 Mary Sherman

Both Shermans are TARS (Training and Administration of Reserves) assigned to the Naval Air Station at Alameda, Calif., and Mary would like to see Navy child care centers open seven days a week since TARS work on weekends. He believes it would be "great if detailers could be assigned to work with only inter-and intra-service married couples" to ensure that career-oriented men and women could be stationed together, regardless of branch of service.

The Shermans have learned much from their job-sharing marriage and advise military people contemplating marriage to discuss candidly their personal and career needs—treating those of the man and woman equally—*before* they commit themselves to each other and the Navy.

★★★

As Airman David Ellis and Training Devicesman Airman Laurie Ellis have discovered, discussing the pros and cons of a military life before marriage is important.

"We talked to a chaplain before we got married and he warned us of the pitfalls we might encounter and that the

divorce rate for military marriages was extremely high," Laurie recalled.

Dave is attached to VF-21 at NAS Miramar, Calif. When his squadron recently sent a detachment aboard the aircraft carrier USS *Ranger* (CV 61) based at NAS North Island, Dave volunteered so he could be near Laurie who works at North Island's Fleet Aviation Specialized Operational Training Group.

Despite the fact that they have to arrange their schedules around their jobs, the Ellises enjoy Navy life.

"We communicate, we're in control of our lives and we control the way the

"...It's too easy to blame all your problems on the Navy, so we don't use that excuse."—AN David Ellis



Sharing Life...on and off the job

Navy affects us," said Dave. "It's too easy to blame all your problems on the Navy so we don't use that excuse."

★★★

The advantages and disadvantages mentioned are those most commonly encountered by Navy couples, however, they are not inclusive. Every couple is unique, whether they're separated or together, coping with financial inequities or, in some cases, married to a member of another branch of the armed forces.

Regardless of their individual situations, most couples view marriage and the military from a mature standpoint. They accept the stipulations placed upon them by the nature of their profes-

sions and adjust their lifestyles accordingly—or they seek different careers.

With all things taken into consideration, it's evident that there are varying degrees of satisfaction connected to a dual military career. And, although it seems improbable that any husband/wife team could be in complete accord with Navy life, they do exist—Lee and Cristina Cochran are such a couple.

Lee is assigned to the Naval Reserve Readiness Command, Region Twenty, while Cristina works two buildings away at the Navy and Marine Corps Reserve Center on Treasure Island.

The couple—both yeoman second class (he a submariner) and TARS—

met, married, work, and live on the island in the middle of San Francisco Bay and say life has never been more fulfilling.

Lee considers himself a very lucky sailor for "finding a woman with the same religious, political, leisure time and vocational views I have." He also cites the advantages of being in the same rate and paygrade as Cristina.

"We're able to study together for advancement and, most importantly, we're able to work out difficult professional questions which may occur in our daily work," said Lee. "She's a walking Navy directive when it comes to the yeoman field."

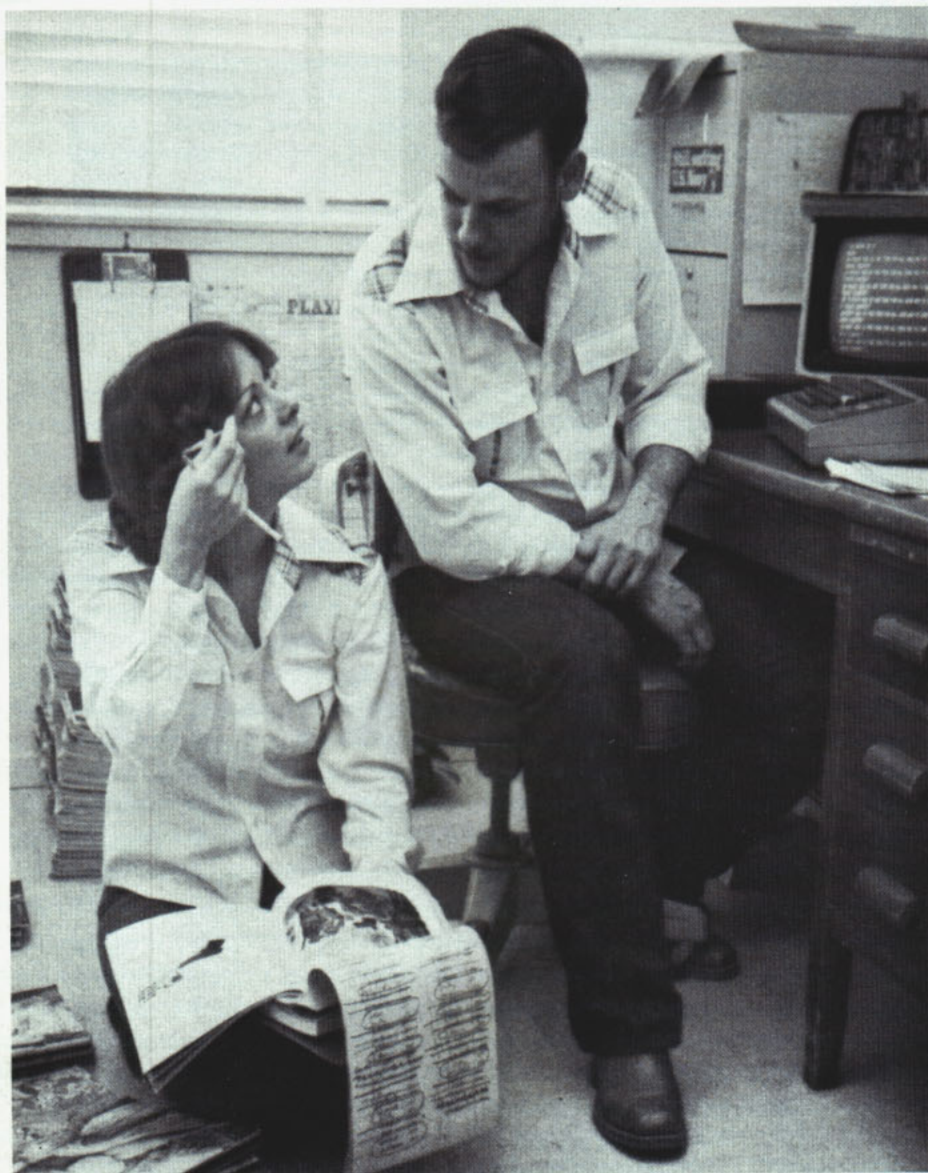
The Cochrans' goals are the same—to go as far in the Navy as possible. To accomplish their goals, they agree that total belief in the Navy system and complete mutual support is required. That support is also carried over to a complicated project they have undertaken during their off-duty hours.

They are compiling a book which catalogs every article, photograph, advertisement and cartoon ever published in Lee's rare, complete collection of a national mens' magazine which has been in business for over 25 years. They have received several grants from a foundation to accomplish the job and their book is scheduled for publication by the end of the year.

Cristina says she realizes that their honeymoon won't last forever. Lee is thinking of returning to the regular Navy for the submarine duty he misses. It'll mean long months of separation, but the Cochrans feel certain that their marriage will stand up. They view separation not as a disadvantage but simply one aspect of a career they both enjoy.

Cristina is also confident that she can maintain her Navy career while providing a happy, caring home for their two children.

"We feel confident that the detailers will do their best to keep us as close as possible, while allowing us to serve the



"I consider myself a very lucky sailor to have found a woman with the same religious, political, leisure time and vocational views I have"
YN2(SS) Lee Cochran (Photo by David Sims)

Navy to the best of our abilities," explained Cristina.

In the meantime, the Cochrans are enjoying their ideal life on Treasure Island. "I know this sounds corny," said Lee, "but I don't think there's a better way we could serve our country and also satisfy ourselves than by combining our Navy careers with marriage. Money

isn't everything; we're thoroughly happy and life has never been better."

Their varied motives notwithstanding, Navy couples are an intricate part and a valuable asset to the Navy.

See Currents, page 3, for "Changes in Assignment Policy for Married Couples for Sea Duty."

Article compiled by JO1(SS) Pete Sundberg from stories submitted to All Hands by public affairs officers, journalists, editors and writers throughout the Navy.

Detailing Couples — doing everything possible

Financial inequities and separations are the most common complaints voiced by career-sharing Navy couples. Although there's not much one can do about pay entitlements, duty assignment is an entirely different subject.

The people who control the destinies of Navy couples are not, despite some stories to the contrary, faceless entities who practice the *dartboard selection process* from atop a mist-shrouded hill somewhere in Washington, D.C. Detailers are sailors like everyone else in the Navy and are concerned about what happens to military couples: 1,835 Navy married to Navy; 71 Navy to Marine Corps; 29 Navy to Army; 24 Navy to Air Force; and 3 Navy to Coast Guard.

"We treat each military couple's case very carefully and try our best to station married couples together," said Commander R. R. Anderson, Branch Head for Administration, Deck and Supply ratings.

However, many couples don't believe the Navy is doing enough to keep them together, which, in effect, forces them out of the service.

Commander Anderson disagrees. "We do everything we can, within set policies and guidelines, to keep them together. When problems and dissatisfaction do occur, it is usually because of a lack of understanding of applicable criteria by the married service couple.

"First of all," emphasized Commander Anderson, "requests must be

based on actual marriage. Secondly, married service couples should insure that their status is indicated in the remarks section of both service members' duty preference forms. The entry should include the rate and social security number of the spouse."

Anderson also reminded military service couples that while they would not be subjected to more severe family separations than other married couples, neither would they receive preferential treatment solely due to their status as a married military couple.

"We realize that it is economically beneficial to the Navy and to the couple involved to keep them together," explained a detailer. "It's less expensive to ship one household—and two people—than to split them up and fund separate shipments."

The detailers admit that there are some separated couples in the Navy, but add that those separations exist for various reasons.

One of those often difficult variables is sea/shore/overseas rotation. "If the service couple marries while both are on shore duty for example," Anderson explained, "when the time for rotation comes the male may be required to go to sea and the female to overseas shore duty. While this may seem unusually harsh to the couple, it would not be fair to force another service person to go in their place."

Anderson added that when situations

such as this arise, every attempt is made to locate both as close together as possible.

What can a couple do to enhance their chances of being stationed together? Although it's important to have a current duty preference form on file, personnelman detailer Senior Chief Personnelman Domingo Mazo advised direct communication with the detailers.

"They should get on the telephone and let us know they're married and due for rotation," said Mazo. "Too many people wait until the last minute."

Mazo explained that the detailers work on a four-month projection basis. "If a couple calls us four months before their PRDs, chances are they'll get what they want."

As a final note, Commander Anderson advised that, while CHNAVPERS will attempt to minimize family separations, the members concerned share in the responsibility. Decisions relating to family planning, reenlistment and career development should be made only after communicating with their career counselor or detailer to ensure that all the possibilities for future assignments are known.

"The bottom line is that we value our married service couples very highly," said the commander. "They are usually mature, stable, and good performers who deserve every consideration in keeping them together."



JOHN PHILIP **Father**

BY JO1 DAN WHEELER

Few 19th century men envisioned the submarine's potential either as a weapon of war or its role in navies of the distant future. "Submarine boats," in a class with horseless carriages and flying machines, were the folly of dreamers. One who knew better, however, was an Irishman, John Philip Holland.

Photographs taken of Holland in the 1890s show a lean, walrus-mustachioed character in a black derby wearing rimless spectacles. What photographs don't show is his disillusionment and frustration.

John Holland's life began Feb. 24, 1841, on Castle Street in the town of Liscannor, Ireland. One of four sons of an employee of the British Coastguard Service, Holland attended St. Macreehy's National School where he learned English—speaking Gaelic, his native tongue, was forbidden in school.

Next, he attended the secondary school run by the Christian Brothers at Ennistomy. Following his father's death, Holland had to seek employment in order to support his family. Holland joined the Christian Brothers as an apprentice teacher, simultaneously furthering his education and earning a living.

In the spring of 1862, news reached Ireland that two ironclad warships had battled in Hampton Roads, Va. Their armor was so strong and freeboard so low that conventional wooden warships

John Philip Holland peers from the conning tower of USS Holland (SS 1). (Photograph courtesy of U.S. Naval Institute, 1966)

HOLLAND

of the American Submarine

stood helpless against them. In later years, Holland said that the battle had piqued his imagination, turned his thoughts to pitting a semisubmerged ship against an unsuspecting fleet. Against a totally submerged vessel, he said, there could be no defense.

By 1869, Holland was teaching at Dundalk where he was remembered as "an excellent and gifted music teacher." It was there that he drew up plans for his first one-man, iron submarine.

When Holland's health failed in 1873, he withdrew from his post, and sailed for Boston. His mother and brothers were already in America. Though not an active revolutionist, Holland, like the majority of his countrymen, was hostile toward England and had visions of submarines being used against British ships.

Soon after arriving in Boston, Holland joined the Christian Brothers again, this time as a lay teacher at St. John's in Paterson, N.J. Soon, he began his study of underwater craft.

The father of one of his students was a friend of the Secretary of the Navy. He urged Holland to submit some of his

completed submarine plans to the Navy department. Eager to help the armed forces of his adopted country, he submitted a plan in February of 1875.

Official reaction to the teacher's designs was not encouraging. Captain Edward Simpson, who wrote the Navy's opinion, believed Holland's design impractical; finding volunteers to go underwater in a submersible contraption impossible; and the prospect for acceptance by the Navy remote. Several months later, however, a Lieutenant F.M. Barber lectured about submarine boats at the Naval Torpedo Station in Newport, R.I. Included in his presentation were sketches and descriptions of Holland's proposed submarine.

Without official support and virtually without funds for developing a practical submarine, it seemed that Holland's career as an inventor was at an end. Yet, help came from an unexpected source—the Irish Fenian Society, a secret organization founded in New York City to overthrow foreign domination of Ireland. Having heard of Holland's futile efforts to elicit official support, the Fenians decided to invest

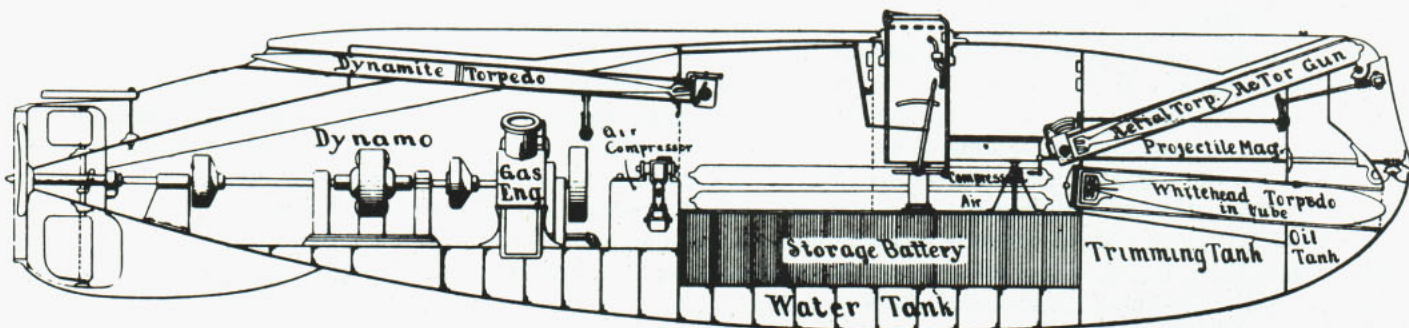
money from their "Skirmishing Fund."

Late in 1876, construction of *Boat No. 1* began at the Albany Iron Works in New York City. The boat was moved to Paterson in early 1878 to be tested. Rumor had it that "the professor has built a coffin for himself."

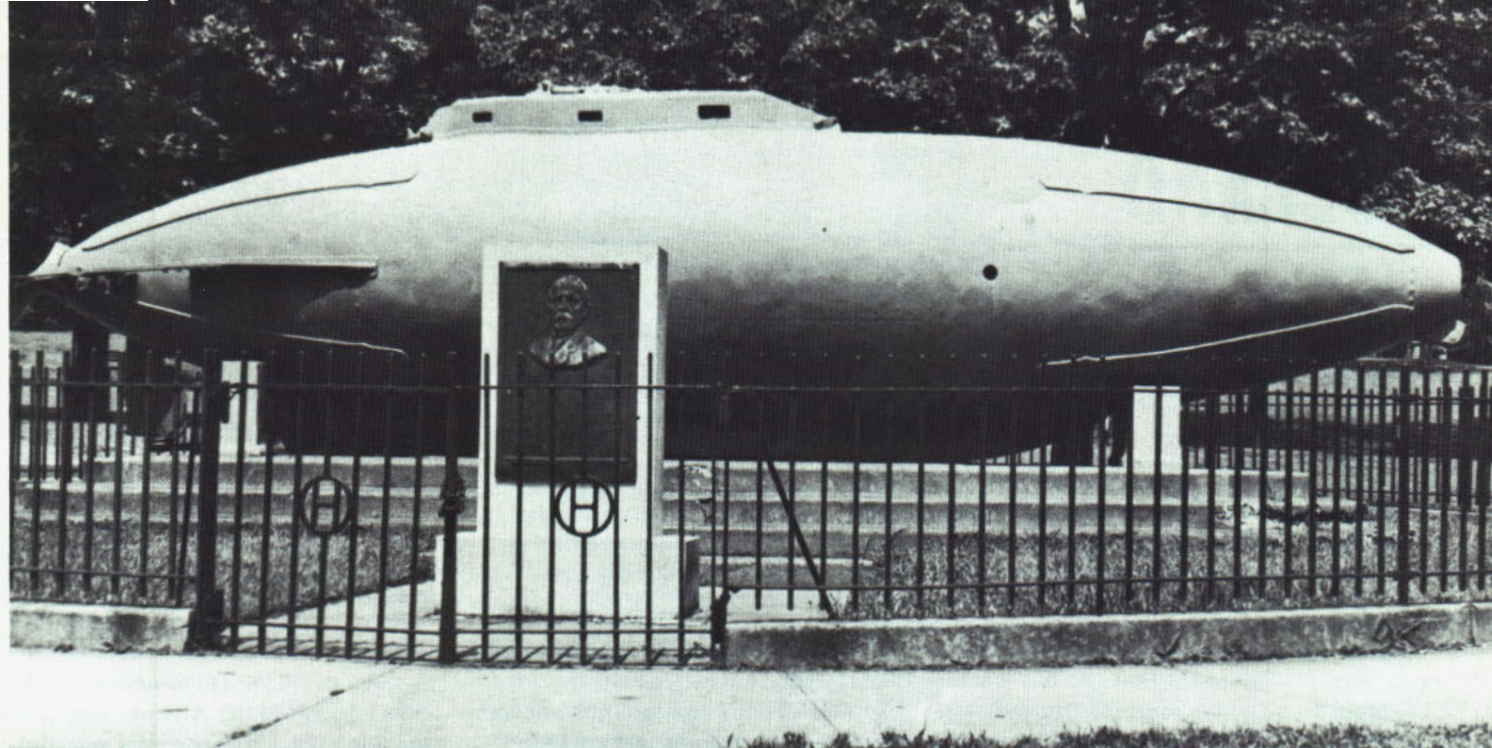
Though few people were aware of the source of the venture's funds, word got out that a "wrecking boat"—submarine was not a common word—was being built by a secret group sympathetic to the Irish cause. At *Boat No. 1*'s launching, however, it became evident that the tiny sub wasn't going to wreck anything, except perhaps her backers. The Paterson *Daily Guardian* reported on May 24, 1878:

"(The boat, when launched,) went immediately to the bottom; and this without even the assistance of the captain (Holland)."

Two days later, it was discovered that faulty riveting was the culprit. *Boat No. 1* was relaunched and, on June 6, tested underway. Cruising at a depth of two fathoms and a speed of 3.5 mph, the 14.5-foot-long submarine carried Holland "for some distance," filling him



LONGITUDINAL SECTION THROUGH HOLLAND SUBMARINE BOAT.



with a desire to build a larger, more effective craft. Scuttling number one, Holland began work on boat number two.

English spies—apparently aware that Holland was being backed by the Fenians—were not alarmed because, as one agent put it, “...it did not originate in England.” The implication was that if it wasn’t being developed by Great Britain, it couldn’t amount to much.

Holland’s second vessel was launched May 1, 1881. A *New York Sun* reporter called the vessel the Fenian Ram and the name stuck. Skeptics were still certain that Holland’s efforts were doomed to failure.

Holland, however, was pleased. After diving tests, he said, “There is scarcely anything required of a good submarine boat that this one did not do well enough...It could remain quite a long time submerged, probably three days, it could shoot a torpedo (projectile) containing a 100-lb. charge...probably 300 yards over water.”

By 1883, Holland had nearly completed construction of a third submarine, a 16-footer, which incorporated changes he felt necessary after testing *Fenian Ram*. The sub was never to be tested thoroughly because Irish patriots, who had financially backed the project, hijacked it and the *Fenian Ram*. The smaller vessel sank while under tow and the *Ram* was dismantled. (*Fenian Ram* was put on display some time later

in Madison Square Garden to raise money for the victims of various Irish uprisings and, in 1927, was purchased by E.A. Browne of Paterson. Today, it is on display in West Side Park, in Paterson, a curious reminder of the early days of submarine development.)

After the *Fenian Ram* heist, Holland severed financial ties with the Fenians and sought a job with the U.S. government. But the Navy Department delayed writing him a contract for so long that the inventor was forced to accept an employment offer from the Pneumatic Gun Company. Official indecision cost the government the patent rights on Holland’s submarine designs and equipment improvements.

The company was owned by an ex-cavalry lieutenant, Edmund L. Zalinski, who had invented a dynamite gun he wanted to test on a submarine and then sell it to the government. Together, they established the Nautilus Submarine Boat Company in 1884 to build a fourth boat—Zalinski’s “floating gun carriage.”

When the *Zalinski Boat* was ready for launching the next year, certain company officials thought it prudent to have a naval engineer supervise the launching. The engineer chosen should have known more than he did:

“At the command of ‘down daggers’ from the naval engineer, the yardmen knocked the dog shores from under the submarine,” wrote Richard K. Morris,

Fenian Ram, on display in Paterson’s (N.J.) West Side Park, is a curious reminder of the early days of submarine development.

a Holland biographer. “She began to move down the the tallowed ways. Suddenly it became evident that she was picking up too much speed. At this moment, the span of ways...collapsed, hurling the craft into some pilings at the edge of the water and staving a hole in her bottom.”

The boat was raised, repaired and tested in the narrows of lower New York Harbor and, soon afterward, dismantled. Her engine and machinery were sold to partially reimburse Nautilus Submarine Boat Company’s disappointed investors.

Zalinski Boat was the last vessel Holland was to design for several years. Investors were hard to find and the Navy Department considered the submarine suitable only for coastal defense.

Then, in 1889, Spain tested a submarine boat. Though that particular model was rejected, the effort put the U.S. on alert; tension between the two countries had been steadily growing. Congress authorized the Navy Department \$2 million to build an underwater craft whose design was to be selected after open competition. The Navy announced it would consider building a submarine meeting the following specifications:

- Speed: 15 knots on the surface, eight knots submerged.

- Ease of maneuvering: circle in no greater space than four times her length.
- Stability: assured normal or positive buoyancy at all times.
- Structural strength: sufficient to withstand pressure at 150 feet.
- Power of offense: torpedoes with 100-lb. charge of gun cotton.
- Recommended that vessel displace 40 to 200 tons and main engine be capable of developing 1,000 horsepower.

Holland entered the competition and won. Cramp Shipbuilding Company of Philadelphia, the firm through which Holland's design was submitted, refused to guarantee that each requirement could be met since some required technology had not yet been attained. The government withdrew the contract and reopened bidding.

Again Holland's design won, but President Grover Cleveland's administration came to an end before a contract

could be issued and the funds were reallocated. His hopes dashed, Holland accepted a job offer from Charles A. Morris, an early supporter and part owner of Morris & Cummings of New York.

Cleveland was back in office in 1892 and bidding was again opened—this time with an allocation of \$200,000. Holland approached Morris's company lawyer, E.B. Frost, for funds. Holland asked for exactly \$347.19 (the 19 cents being for a special type of ruler). Frost, impressed by Holland's record and his exactitude, agreed to help finance the venture and the John P. Holland Torpedo Boat Company was incorporated in New York in 1893. Holland finished his plans for a fifth boat and submitted them to the Navy in June.

After unbelievable delays, the contract was awarded on March 3, 1895, to build *Plunger*. William T. Malster's

yard at the Columbian Iron Works and Dry Dock Company in Baltimore was chosen to build the ship. Holland wanted to build a true submarine, the Navy wanted a submersible.

Plunger had an unrealistic steam plant installed for surface operations—a typical move by those who favored submersibles over submarines. Holland, convinced that *Plunger* would be a failure, began working on another boat funded by private investors.

Holland VI took shape in Lewis Nixon's Crescent Shipyard in Elizabeth, N.J., during the winter of 1896-97. Rumors flourished that Holland intended to sell the finished product to the highest bidder, foreign or domestic.

Soon afterward, Holland wrote to his friend Lieutenant Commander William

The launching of USS Holland (SS 1) at Elizabethport, N.J., 1898.



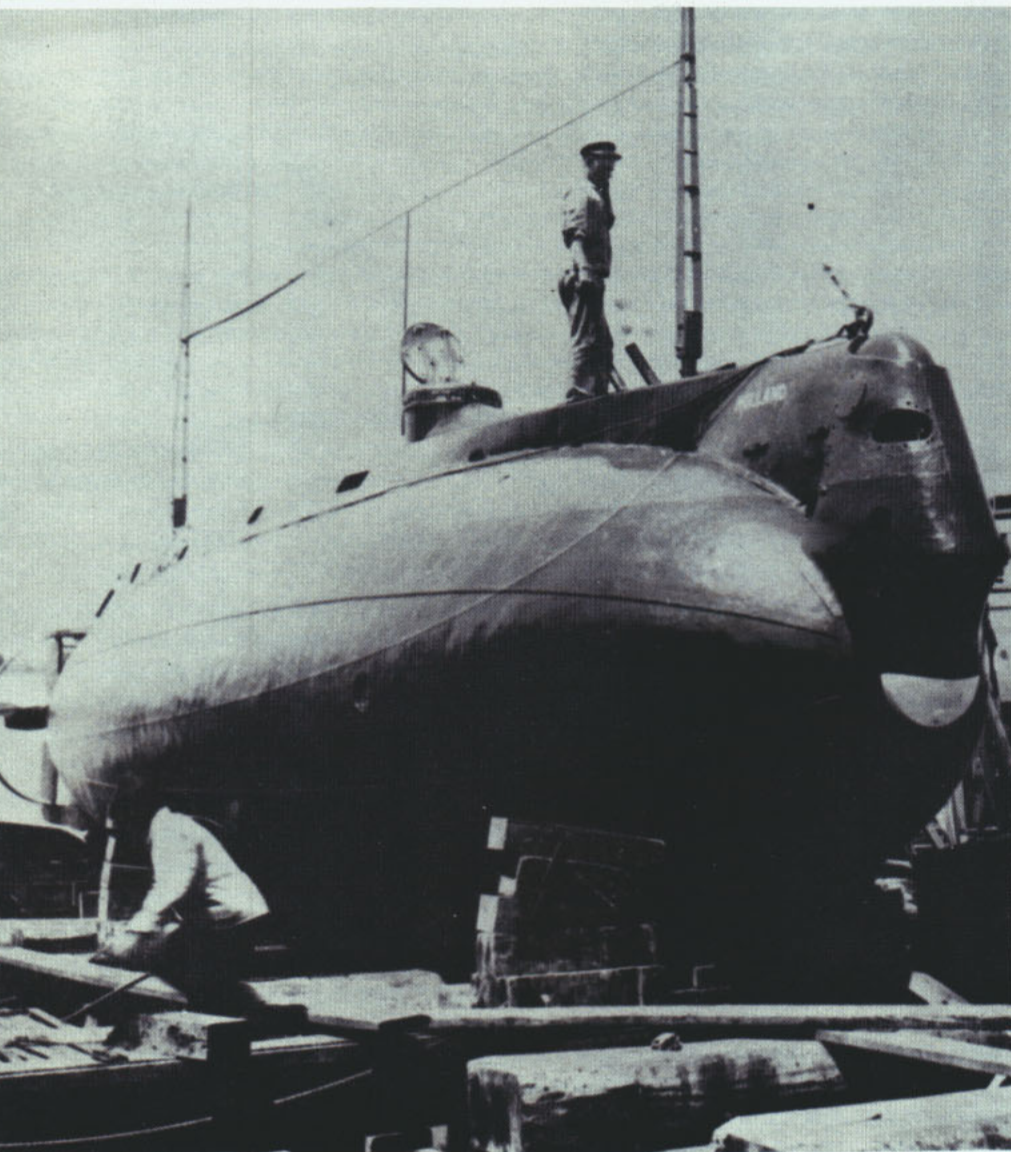
(Top) USS Holland under way. Accepted by the Navy in April 1900, Holland was almost 54 feet in length, capable of turning two knots submerged, and carried a crew of one officer and five men.

W. Kimball, "I don't think I can improve on the arrangements or general features of this design. It represents a powerful and effective boat." (Fifty years later, the designers of *Skipjack* (SSN 585) would compare their hydrodynamic designs with those of *Holland VI* to ensure that they had overlooked nothing which could be used to improve her performance).

Holland VI underwent testing successfully and Frost, realizing the time was right to cash in on Holland's talents, offered the submarine to the Navy. On April 20, 1898, a Navy Board of Inspection watched as Holland put his boat through her paces. They appeared impressed. However, when it came time



(Left) USS Holland, the Navy's first practical submarine, in drydock, 1901.



to write their report, the board emphasized minor defects, none of which they would have noticed had not Holland pointed them out. They expressed uncertainty about how far the submarine dove since it wasn't visible underwater.

Some months later, Spanish Admiral Cervera's Cape Verde Squadron was bottled up in Santiago Harbor, Cuba, by American naval forces. Holland's company announced in the *New York Sun* that, if the Navy would pay to tow *Holland VI* to Cuba, Holland himself would command his submarine and sink every ship in the Spanish fleet. "If his offer be accepted," the article said, "and he is successful at his undertaking, he will expect the government to buy his boat."

Washington would have no part of the offer and Holland was subjected to public and private ridicule. One famous editorial cartoon of the era depicted the inventor, head sticking out of a conning tower, exclaiming: "What? Me worry?"

Again on Nov. 12, 1898, the Navy inspected *Holland VI*. Again they focused on negative aspects. Deeply discouraged, Holland—at Frost's urging—decided to travel to Europe and possibly interest foreign buyers in Holland submarines. Shortly before his departure, the John P. Holland Tor-



pedo Boat Company became a subsidiary of Isaac Rice's (a friend of Frost) Electric Boat Company. Holland was retained as one of the managers.

With Holland temporarily out of the way, Frost managed to get all of the inventor's important foreign and domestic patent rights assigned to the new company. When Holland returned, he found he had been demoted from manager to chief engineer. Additionally, he was forbidden all but limited access to his submarine and another man was appointed its skipper.

After more official testing and congressional hearings, the Navy agreed to purchase *Holland VI* for \$150,000. Admiral George Dewey's testimony on the hill was perhaps the most influential: "If they (the Spanish Fleet), had had two of those things (*Holland VI*) in Manila," Dewey said, "I never could have held it with the squadron I had ... With two of those in Galveston (during the Civil War), all the navies of the world could not blockade the place."

The Naval Appropriations Act of June 7, 1900, provided for the construction of five *Holland*-type boats; on August 25, the number was increased to six. On Oct. 12, 1900, the Navy commissioned its first modern submarine; Lieutenant Harry H. Caldwell was USS *Holland*'s first skipper.

Overjoyed at their success, Rice and Frost openly turned against the man responsible for their prosperity and said

in words and deeds that Holland, the untutored school teacher, had outlived his usefulness. Now only a figurehead, Holland was, according to Richard K. Morris, "a name to be exploited and remembered, but a voice to be ignored."

On March 28, 1904, Holland resigned. He intended to build a new boat, a "high-speed submarine boat designed for coastal defense and for work on the high seas." Starting with funds supplied by old friends, investors, and a small amount of Electric Boat Company stock, he designed several working models and sold plans to a Japanese firm after the U.S. Navy, still unable to appreciate Holland's genius, rejected them.

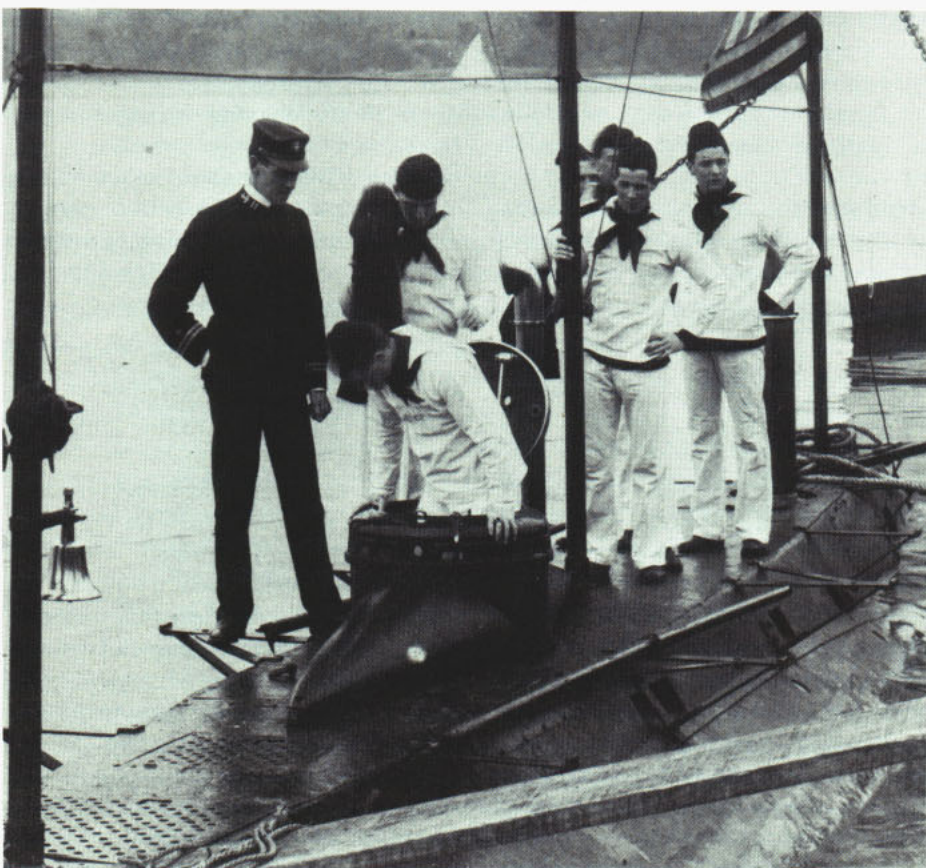
Realizing that Holland was becoming a formidable competitor, Rice and Frost brought suit to enjoin him from producing submarines. Rice testified that the Electric Boat Company had once threatened to fire the inventor and, as a condition of employment, he had agreed never to use his talents in competition with the company. Rice, however, had none of this in writing.

Holland won the battle but lost the war.

Adjudication frightened away some investors and the Panic of 1907 dissuaded the rest. Only Holland's unfulfilled dreams and bitterness remained. Once when approached as an expert on submarines, he said: "So you sought me out as an authority on submarines? Go down to Washington, and you will find plenty of people there who will tell you that I know nothing about the subject, nothing at all."

On Aug. 12, 1914, the father of the American submarine died of pneumonia. Forty days later, the German submarine U-9 sank the British cruisers *Aboukir*, *Cressy* and *Hogue* off the coast of Denmark. German scientists and engineers had followed Holland's progress for years; skeptics were only beginning to pay the price for their disbelief. ↓

USS Holland displays her wares to Naval Academy class of 1902. Among those present are: H.G. Wallace (in conning tower); J.H. Blackburn (by mast); J.W. Woodruff (by lieutenant); W.J. Moses (by flag).



People have a healthy skepticism these days for untried or untested notions. Before they're convinced they say—just as folks from Missouri do—"Show me."

That's what we said to the people at Navy Recruiting Command when they told us the recruiter's job is one of the most difficult in the Navy. How can a person who smiles, shakes hands and swaps sea stories all day call his job tough?

"Showing us" so we could "show you" resulted in a plan—worked out with the help of Navy Recruiting Command and the Naval Military Personnel Center—to select at random a fleet sailor who had requested recruiting duty. By following this sailor from the ship to recruiter's school to his ultimate recruiting assignment, we would see for ourselves what goes into recruiting duty.

In short order a name was selected and staff photojournalist JO1 Jerry Atchison was assigned. It took him almost a year to find out, but here is his report. Decide for yourself if a recruiter's job is one of the toughest in the Navy.—ED.

One Recruiter's Odyssey

BY JO1 JERRY ATCHISON

Petty Officer Second Class Jack M. Eagle sat in the crash and salvage crew office aboard USS *Lexington* (AVT 16) and flipped through a copy of *LINK*, the enlisted personnel distribution bulletin.

He'd read the note from his Aviation Boatswain's Mate (Handling) detailer and was just scanning the rest of the issue when one headline stopped him: "Recruiters needed...Only the best need apply..." Throughout his eight-year Navy career, Jack had often seen words like this. This time he studied the text more closely.

Jack, you see, was due for orders in just a few months. Maybe he'd found the answer to his still-incomplete dream sheet....

Two months before his transfer, Jack sat on the flight deck of the dry-docked *Lex* in Bayonne, N.J., and recalled why he had decided to put in for recruiting duty and what that decision involved. "Before I'd seen the notice I hadn't even considered recruiting duty—even though I'd given my shore

duty choices a lot of thought," he said.

"I realized one big reason I like the Navy is that I get a kick out of meeting people and making new friends. And that's a big part of what recruiting duty is all about—making friends for the Navy.

"Then I thought about other things like having a say in the kind of people who come in the Navy, doing a good job on independent duty and being the Navy's representative in a civilian community.

"I called Rose (Jack's wife) in Pensacola and talked it over with her. It was her enthusiasm for recruiting duty that sold me on the idea."

Jack's excitement was based on what he knew of recruiting duty. He knew the Navy sought top performers. Since his performance evaluations put him at the top of his field, he believed his chances for selection to recruiting duty were excellent.

His outlook became optimistically guarded, though, after he had a chance to sit down with the career counselor and go through the requirements—requirements, that fill an entire chapter of the Enlisted Transfer Manual.

He learned his commanding officer—through a personal interview—would measure Jack's qualifications for recruiting duty against a list of almost 20 personal and professional requirements. For example: Does the individual's past performance, appearance, financial responsibility, sobriety, sense of humor, attitude, intelligence, etc., etc., recommend him for recruiting duty? Is his family free from any health or other problems requiring special treatment or facilities not available to members residing far from military installations?

Is there anything, *anything at all*, that might disqualify him as a recruiter?

"Nervous? You'd better believe I was nervous," Jack said of his one-on-one meeting with the skipper. "But it helped when I realized I'd be doing the same thing on recruiting duty—talking to someone about the Navy. That helped a little bit."

Jack's talk with the skipper was a bit nerve-racking, particularly after his commanding officer ended the interview with a non-committal, "That will be all, Petty Officer Eagle." It wasn't until a few days later that Jack heard



Left: The odyssey began aboard USS Lexington (AVT 16), then drydocked in Bayonne, N.J., and was home for one flight deck crewman—ABH2 Jack Eagle.

he'd earned his skipper's enthusiastic endorsement for recruiting duty.

If it seems a hassle just to apply for recruiting duty, you're probably right. But the fact that it's much more than just running a special request chit through your department head made it that much more important to Jack. For him, the paperwork and special interview were concrete evidence the Navy seeks only the best people for recruiting duty. And Jack wanted to be counted among those very best in the Navy.

But being the best and making new friends are many sailors' goals. And you don't have to be a Navy recruiter to achieve those goals. For some reason, Jack also wanted the chance to tell the Navy's story to people who didn't know. Why did he believe the story was an important one to tell? And why did he believe it was important that he be one of those telling it?

"Because I grew up in the Navy," Jack said. "When I joined the Navy I didn't have any idea what I wanted to do. I'd dropped out of high school and had the draft to deal with.

"The Navy opened my eyes so that I could begin dealing with my life. They convinced me of the importance of having an education. And the Navy gave me a job that carried more responsibility than I thought I could handle. When I found out I could handle the job and handle it well, I grew up."

The job to which Jack referred was with the crash and salvage crew at tiny Naval Air Landing Facility, Crows Landing, Calif. He said he was apathetic at first but changed his attitude after he got out on the flight line. With the realization that a pilot or aircrewman's life could depend on his skills, or that millions of dollars worth of equipment could be lost or saved because of his actions, came Jack's passage into adulthood.

Eight years later, as the leading petty officer of the crash and salvage crew aboard the Navy's only training aircraft

One Recruiter's Odyssey

carrier, Jack Eagle applied for recruiting duty, "because the Navy made me a professional and gave me the self-confidence I needed," he said. "I believe the Navy can do the same thing for kids today who are like I was back then."

Between the couple of months when he applied for recruiting duty and received orders, he said he went from "very confident" of his ability to be selected to "not so sure."

The transfer directive that reached *Lexington* directed that Eagle be transferred to the Recruiters' School at Orlando, Fla., for five weeks, followed by a week at Naval Recruiting District, Columbus, Ohio, before moving on to a permanent recruiting assignment in the suburbs of Cincinnati, Ohio.

Cincinnati, his wife's hometown, had been the Eagles' second choice for assignment. No matter that he wasn't going to his home town, Tacoma, Wash., to work as a Navy recruiter around his old high school. He had been accepted for recruiting duty.

"At least I thought with these orders, I'd been accepted for recruiting duty," said Eagle as he walked into *Lex*'s aircraft handling office. "Now I hear nobody's finally accepted until the pros at Recruiter School give their blessing."

So while Jack had sold himself to his command, he still had to sell himself all over again—actually, prove himself—if he wanted to be a Navy recruiter. Rather than breathing a sigh of relief upon receiving his orders, he was facing still another hurdle.

"Those people sure are making it tough on a guy," he said.

Although Navy recruiters have, in effect, been preparing for the job their entire Navy careers, learning the "nuts and bolts" of Navy recruiting begins in the ENRO—Enlisted Navy Recruiting Orientation course.

ENRO, at Orlando, annually turns out about 1,350 enlisted Navy recruiters. (The Recruiting Officer Manage-

ment Orientation course is also located at Orlando.)

For one thing, ENRO is a place where some preconceived notions brought from the fleet about recruiting duty die a hard death. The first and most important mistaken notion surprised Jack and some of his classmates: "Being competent in one's own rating guarantees automatic success in the recruiting business." Not so!

"We all knew those selected for recruiting duty come from the top 10 percent in the Navy," Jack said during the walk back to the ENRO BEQ at Orlando. "So we all came here feeling

confident we'd have the same success recruiting. We'd hardly checked in before they knocked that thought out of us."

At Orlando, the first lesson was quickly learned. Regardless of a recruiter's rate or success at the rate, the individual enters recruiting duty as a sort of "designated striker," because recruiting—with all of its specialization, training, techniques and experience—is a career field, and a real one at that. (With the recent establishment of a career recruiting force, that once unofficial career field is becoming quite official for a growing number of highly



Right: A recruiter must be a strong public speaker and the chance to practice techniques comes at ENRO.



Top: One-on-one help is given ENRO students by the staff before and after class each day.

Above: Fellow students are demanding critics of practice speeches.

successful Navy recruiters. Actually, about one-fourth of the recruiter force can be career designated.)

So, like all those who'd come before, Jack's class picked up their stacks of texts and materials and began five weeks of classroom training entailing 200 hours of scheduled instruction and countless hours of unscheduled instruction, off-duty study and counseling.

For those sailors who thought they'd slide through ENRO—that the worst was over and they were on their way to recruiting duty—some quick adjustments were necessary.

"That attitude—that everything's automatic once you reach ENRO—is our biggest problem," said one staff member. "We average about an 11 percent dropout rate for a variety of reasons. But for most of those, they pack their seabags when they learn it's not a relaxed shore duty job they've volunteered for but long hours—often seven days a week—usually unsupervised and requiring a lot of skills."

Unlike other shore duty billets, in recruiting there is no one place to work nor a set routine. The recruiter creates the job because things seldom happen automatically. If progress occurs, it happens because of the recruiter's efforts.

But what, specifically, are these efforts? If, as they say, there are no set rules of successful recruiting, what had Jack and his classmates come to Orlando to learn?

The first clue came from the introduction to the Navy recruiters' bible—The Science and Art of Navy Recruiting:

"...The procedures and guidance contained herein are those developed by numerous successful recruiters and, if followed, should serve the beginning recruiters as well as the 'old hands' in good stead."

The sailor going through ENRO, then, begins by learning what's worked before. He takes that firm foundation and molds it to fit his own abilities both at ENRO and in the field in an effort to come up with the best personal method of being a successful recruiter. Perhaps one sailor's strength lies in public speaking while another is particularly effective at the informal street corner conversation. Learning about one's personal strengths and weaknesses then is just as important at ENRO as learning the technical tasks of recruiting duty.

Those technical facts that each recruiter must thoroughly know are equally difficult to master. For one thing, the Navy is a very complex organization; the Navy's continuously changing requirements make it even more complex.

Navy recruiters must have detailed knowledge of the Navy and its always-changing needs. Their biggest job is to understand the full range of Navy personnel needs, policies and programs—and all the paperwork that goes with it. Only then can they begin finding and guiding the prospective sailor to the single slot which best fulfills the needs of that sailor and of the Navy.

So, as taught at ENRO, effective recruiting boils down to four areas: knowledge, skills, goals and desires.

One Recruiter's Odyssey

Recruiters must know the various enlistment programs, the administrative procedures, the recruiting territory and all the other techniques and tools used in the business. That's knowledge.

Recruiters must be proficient in using that knowledge and themselves if they're to meet with success. That's skill.

They must set out to produce the numbers and quality of recruits the Navy needs while, at the same time, working hard at a worthwhile task that has a built-in sense of accomplishment. Those are goals—both personal and professional.

Finally, effective recruiters are never satisfied with "just getting by." The desire in recruiting is the desire to achieve all that's possible.

"After I heard all that, I was ready to



Right: Navy Recruiting Command's Badge with gold wreath is the mark of the Navy's best recruiters. Below: Eagle talks with an ENRO classmate during a tour of RTC, Orlando, Fla.



throw in the towel," Jack said. "It sounded to me like they were looking for super human people—larger than life—to go out and recruit."

As Jack learned, though, "super human" was not exactly what ENRO had in mind: "The job requires competent, energetic sailors who like the Navy themselves and people in general," an instructor said. "If you fit that bill, then knowledge, skill, and professional and personal goals should follow. If you don't have the desire, you wouldn't be here in the first place."

In those first few days of class, Jack heard a lot about the disadvantages of the job he was working toward mastering. But as the days went on, those who'd elected to stick it out noticed a shift. The disadvantages of recruiting duty were relabeled as solid challenges. And those challenges went right along with the benefits and advantages of recruiting duty. First are the intangible benefits; things like knowing you're having a direct impact on the future of the Navy with the quality of recruits you're enlisting. Even sooner, in only nine weeks for example, the recruiter can have evidence of his hard work when a sailor fresh from boot camp comes home on leave and drops by the office.

There are the rewards of independent duty—proving to yourself and others you can be your own boss and get the job done. There also is the intangible benefit of being a member of a Navy community that believes they're among the best in the Navy.

(For a look at a recruiter's tangible benefits—the kind you can stick in your pocket and take to the bank—see the accompanying story.)

Throughout the five weeks of ENRO instruction on the technical side of recruiting there ran a block of courses that weren't mastered from textbooks. In fact, almost half of their classroom hours were devoted to this subject. And Jack and his classmates occasionally had a tough time figuring it out: "It's the

most interesting yet hardest thing to learn," he said.

The classes? How about Persuasive Communications, Introduction to Public Speaking or Gavel Club. At the root of it, they were all classes that taught parts of one subject: selling.

Now *selling* is a dirty word for most of us, because we've got a layman's understanding of what it means. That is, we often think of the smooth-talking used car salesman who leans against a clunker (so the fender won't fall off) while waving a blank bill of sale in our faces. For the record, the Navy—Recruiting Command in particular—has no place for the sailor who thinks of himself as a good high-pressure, fast-talking, slightly shady operator.

As used at ENRO, selling is simply

the process of influencing other people to do what you honestly believe is in their best interest.

For the Navy recruiter this means removing barriers that prevent a person from becoming a sailor—and not forcing anybody to do anything. The barriers a recruiter knocks down are a lack of knowledge about the Navy and a lack of opportunity to learn the facts. The Navy recruiter has the facts and is ready to share them with anyone.

But that's not nearly enough.

The recruiter's success comes with matching those facts with the personal needs of the candidate. It boils down to learning what young people want and need, then examining with them whether the Navy can—or cannot—help satisfy those needs.



Right: Eagle leaves his suburban Western Hills, Ohio, recruiting office for another day on the road.

One Recruiter's Odyssey

In a high school cafeteria during lunch, students get the word on the Navy and pick up a couple of bumper stickers.

If that's selling, so be it. It is the same thing as teachers "selling" their students on the value of a good education, or of parents "selling" their children on growing up right. Besides, most recruiters don't think of themselves as salesmen. They sort of like the image that talent scouts for a championship team bring to mind.

As a matter of fact, it's downright dangerous for the recruiter to think otherwise. "Look at it this way," Jack said. "If I go out and get a person in the Navy by making promises I can't keep, that person is likely to have a very short Navy career. He'll think he's been misled. That attitude could get him thrown out of boot camp or "A" school. At the very least it will mean someone serving four years in the Navy who doesn't want to be in the Navy.

"That's bad for the person and for the Navy and it'll directly reflect upon my own abilities as a Navy Recruiter."

Successful recruiters, then, have a strong belief in the product they're selling: the U.S. Navy. But they must also possess an equally strong belief in their own abilities. Without self-confidence, a recruiter won't convince an applicant and won't be able to keep going when things get rough.

Lieutenant Ray Marshall, ENRO's director thinks the importance of self-confidence can't be overstressed. "They've got to have a deep and abiding faith in themselves and the job they are doing once they hit the field," he said.

"For example, a recruiter can be having a super month recruiting twice the number of people he expected and getting solid leads on other prospects. He busts his tail getting the job done. But then the end of the month comes along and he learns the bad news. A couple of his prospects failed to qualify physically or mentally, maybe some decided to join other services, while perhaps a couple of others just decided to hold off making a decision. Suddenly, the recruiter's bright month looks pretty dismal.

"Now if a recruiter hasn't got self-



confidence, he may start blaming himself or looking around for excuses because he's just seen hundreds of hours of hard work go down the drain. These kinds of months happen to every single recruiter. Sooner or later, it weeds out those recruiters who can't make it because they lack self-confidence.

"The good recruiters know they've done all they could so they pick themselves up, dust themselves off and jump right back into the job."

The importance of a recruiter's self confidence points up the fact that LT Marshall's staff closely evaluates more than just an ENRO student's academic performance.

"ENRO serves as the final screening process before we send them out on their own," LT Marshall said. "In effect, it's the Navy's last chance to make sure there will be a solid representative in the field.

"Our final screening is actually an outgrowth of the classroom work. The ENRO instructors have each been chosen because of their demonstrated success at recruiting. So in addition to teaching and passing out grades the

instructors must ultimately answer the question 'Would I want this Navy man or woman serving on recruiter duty with me?'"

Jack understood the importance of the question.

"The Navy recruiters I have met believe they're privileged members of an elite group," he said.

"Since every one of my instructors is an award-winning recruiter, I don't blame them a bit for wanting to make sure they put only the best people out there in the field."

But Jack wasn't to sure he'd be one of them. At the end of one of the class's first few weeks, they were given a test. Jack flunked it. "I guess I wasn't taking some of the classroom assignments seriously enough," he said.

The next week he tried harder, waded through the homework and paid closer attention in class. Friday rolled around and the class settled in for that week's test.

Jack flunked that test also.

The smiling, always-ready-with-a-joke-or-a-laugh Jack Eagle was nowhere in evidence that evening back



at the BEQ. He'd been replaced by the glum looking fellow who entered the barracks. Jack had just come from a long session with his adviser and the news he'd heard wasn't encouraging.

"If I don't pick up the material—and soon—I'm out," Jack said in response to a classmate's question. "I told him I've been away from the books a long time and studying—really studying like we have to do here—is a tough thing for me to master.

"He helped me with some ideas about how to study and told me I'd better start asking questions in class if I didn't understand something. One thing's for sure. I've got to work even harder or I'm gone."

On Monday morning, two of Jack's instructors drank coffee at their adjoining desks and discussed the matter of Jack Eagle. On the deck above them, all the ENRO students were in their first class of the new week, including the object of their conversation.

"There's no doubt in my mind. Jack's going to make it," said one instructor, a senior chief. "He knows that if he's given the chance he'll be a very good recruiter. When people get a chance to do something they're good at, they make darn sure they find a way to do it."

The other instructor agreed, adding, "Jack may not know it yet but he'll learn the material. Even if I have to beat it into him," he said with a smile.

Jack fulfilled the instructor's predictions, but not without a struggle. He passed the next test, but just barely. But that test started a trend Jack was to follow through to the end of ENRO. On each test he scored higher than before. During Gavel Club—a period during which the students deliver speeches that are analyzed by their fellow students and instructors—each of Jack's speeches got a little better. Each was better organized, more interesting and less peppered with the "aahs" and "uhms" of earlier attempts.



One Recruiter's Odyssey

Jack was not alone, though, for during the five weeks of ENRO his classmates had their own struggles to deal with on the road to graduation. That's why, on the eve of graduation, a definitely changed group of people were preparing to wrap up training. Enthusiasm for the job at hand was running at higher levels as they came nearer to the end. But the I-can-lick-the-world optimism of most had been tempered by their new understanding of just how difficult that job would be.

Shy people had grown more outgoing, the inarticulate were well on their way to becoming public speakers, the hesitant were now the self-assured and the previously neat and clean uniforms of all took on a special military sharpness. They were now Navy recruiters—with one exception:

"We all know there's still a lot to learn," Jack said. "But they've fired us up for the job. I guess now we'll just

have to wait and see how we do at our recruiting stations. It ought to be interesting..."

A person can change a lot in a year. The Navy recruiter at his desk in the Western Hills, Ohio, recruiting office sported a couple of pretty obvious changes. ABH2 Jack Eagle was now an ABH1 according to the crow on his sleeve. A year before he'd been thinking of becoming a Navy recruiter. Five months later he was struggling to learn how to be a Navy recruiter. Physically, there was now no longer any doubt about it. If the suburban Cincinnati office—with its posters, pamphlets and magazines of life in the Navy—didn't give him away, then his immaculate uniform with Navy Recruiter's badge on the shirt pocket certainly did.

But those were the changes you could see. The not-so-obvious changes were tough to uncover. A few days of watch-

ing this new Navy recruiter at work brought out some interesting differences from the Jack Eagle months ago aboard *Lexington*.

For one thing, the Jack Eagle aboard *Lexington* admittedly knew little of what recruiting duty involved. Now, his language was filled with the "DEPS" and "RAPS" and "TARS" that seem a foreign language to those who overhear two recruiters talking. Along the way he'd picked up a lot more patience in his dealings with people. If one felt like they were running to keep up with Jack Eagle aboard *Lexington*, then here they found a fellow who appeared pleased to wait, and happy to help you along the way.

Absentmindedly fingering a ball-

Below: Eagle talks with an applicant while the corn harvesting goes on uninterruptedly.



point pen with "Navy Adventure" on it, he described the impressions he'd accumulated during his first few months as recruiter.

"So far, I've done well. I've recruited more people than I expected and I've hit it off well with all the people I'll be working with in my area.

"But I still won't know if I'm successful recruiter until I see how I do after the newness has worn off and the routine of the job has set in.

"I guess the big thing is I actually like this job as much as I thought I would," he said.

"The hours are every bit as long as they told us they'd be. They were also right at school when they said there'd be no simple way of measuring the job we're doing. Some days I can't figure out if I've had a good day or not. Were the kids I talked with serious or just passing the time? Should I have made more phone calls instead of visiting a school or whatever else I did?"

These kinds of doubts, though, hadn't shaken his self-confidence. It was obvious that Jack—like so many others—had found there was much more to recruiting than even the fresh ENRO graduate might expect.

"Paperwork!" Jack exclaimed in a way to make it sound like a dirty word. "That is the toughest part of the job. No matter how hard I try, the forms and office records and reports always need more work. It's a day-to-day battle between my wanting to get out and visit schools or wherever and the paperwork of the office holding me back. Some days I win, other days the paperwork wins."

At the start of one particular day, it's Jack Eagle I—paperwork 0, so it's out to the Navy car parked behind the recruiting office and off to a local high school.

As with most Navy recruiters, Jack thinks of the car as a traveling office. In his case it is even more so since the nine high schools in his recruiting area range over a 1,200-square-mile chunk of Southern Ohio and Indiana.

During the hour-long drive, Jack talked about his relationship with high school counselors. Counselors are the recruiter's ticket to the environment of young men and women the military ser-

vices rely upon most heavily. And the relationship between counselor and recruiter is heavily underscored by that word "environment." For it is in the high school environment where they are surrounded by friends and familiar sights and sounds that these potential Navy men and women are particularly receptive to the recruiter's information.

Only the home surpasses school as a place where candid, open and thorough discussions of the Navy and its opportunities can take place. But in the home you talk to one person (along with his or her parents) while at school, the recruiter has access to many.

That's why the high school counselor is an important friend, ally and professional counterpart of the Navy recruiter. Jack hasn't underestimated that relationship.

"Counselors and I have the same job," he said as the car travelled a country road lined with cornfields. "We both want to see a kid make the most of his abilities and opportunities. So when a student asks his counselor, 'How do I become a diesel mechanic?' the counselor tells him the various ways available.

"I hope, of course, that he'll mention the Navy as one of them. I help the

counselor do his job by keeping him up to date on opportunities in the Navy and he helps me by directing interested students to me."

Jack admitted he and counselors didn't always see eye to eye. But that was just one more challenge in the job. "A counselor who's got an A or B student is going to recommend college. And that's as it should be," he said. "But the Navy has a critical need for A and B students particularly in such fields as nuclear power or advanced electronics. I may not be able to convince either the counselor or the student that the Navy is a good alternative to college right after high school (although it often is). At least—so long as I've got a good working relationship with the counselor—I get the chance to present the Navy's side of the story."

Jack chatted with the high school counselor at one school, replenished the Navy information rack outside the office door and moved on to the school's lunch room carrying a case in each hand.

Below: A little light reading during lunch includes the Navy's story.



One Recruiter's Odyssey

At a table across from the frying chicken, he opened his cases and arranged key chains, book covers, rulers and pencils all bearing variations on the "Navy Adventure" theme. He chatted with the students who quickly gathered.

The easy banter between recruiter and students was mixed with equal parts of school happenings, the Navy and the BIG Friday night football game coming up. Many of the students greeted Jack by name. A few picked up pamphlets and—without saying a word—carried them back to their lunch tables. A couple of people, though, plopped down across from Jack, hitched their chairs up to the table and, with a I'm-not-really-interested-but-you-might-as-well-talk kind of look said, "Tell me about the Navy."

Four lunch periods and two and a half hours later, Jack was back on the road driving in what can only be called the Navy recruiter manner: left hand on the wheel, eyes on the road and right hand with pencil scribbling notes in the notebook on the seat beside him. One student invited Jack to visit him and his parents at home. Another wanted more information on submarine duty. A girl had wondered if she might not be a better Navy nurse than civilian nurse. And, oh yes, there was the matter of the Friday night football game and the hamburger-and-soda bets Jack had made with a few students.

That last blindly scribbled notebook entry prompted a question of free time for Jack and his family. Does he get many nights alone at home or are they spent on such things as high school football games?

"The evenings are some of a recruiter's most productive times," he said. Evening and weekends are the only times an applicant and his family are at home. So that's when I schedule appointments to visit them or call to set up those appointments.

"When I get home in the evening, the usual pattern is to have dinner with my wife and kids and then make calls or head out for appointments," he said.

"When my evenings finally do open up, I usually end up at the dining room

table with that never-ending paperwork."

"Remember, even when I have to make phone calls or catch up on paperwork in the evenings, I'm still doing both at home, in between talking with my wife, getting a rundown on my boys' activities or just catching a little television. That makes it hard to call what I do in the evenings 'work.'

"And when I have to go out in the evening—like to this Friday's football game, for example—the whole family goes along and we have a great time," he said.

A squat, one-story high school sprawling out to new housing developments on three sides was the next stop. In the parking lot, the recruiter caught slaps on the back and "Hi, howya doin', Jack?" shouts from teenagers boarding a school bus.

Jack's visit—a quick one—was just to check up on the progress of a recently recruited student. Under the Delayed Entry Program (DEP), high school seniors enlist in the Navy with their boot camp reporting dates set to follow their graduation and most have guaranteed "B" school seats.

In recruiter's language, these "DEPPERS" are some of the most important people around. This is so because the "DEPPER" has investigated the Navy and liked what he or she has found so much that the enlistment contract was signed before graduation. That makes a "DEPPER" a walking Navy recruiter for people like Jack.

Of course, that also means Navy recruiters have a strong interest in seeing "DEPPERS" successfully complete high school while favorably representing the Navy to their classmates.



Jack's "DEPPER" at this school, it turned out, is doing well in his classes and he passed along the names of a few classmates interested in more information about the Navy.

That school visit was followed by a swing through another small town to check on the Navy recruiting sign on the street corner (still there and in good shape), another stop at a girls' parochial school to drop off brochures and time out for a quick hamburger and fries.

Jack covered a lot of miles that day. But the trip took longer than even those many miles indicated. He was stopped countless times—on street corners, in gas stations and at hamburger stands—by people who rarely see a Navy uniform in these rural areas. Lively conversations of long-ago sea stories, sons or daughters in the Navy or simple statements of pride in the notions represented to these people by Jack's uniform occurred throughout the day.

The Navy recruiter's daily schedule over the next few days bore scant resemblance to any other day's schedule save for those long hours behind the wheel of his Navy car. They were hours, though, that gave him an opportunity to explore the many facets of his Navy recruiting career:

- *On high school students today:* "They're smarter and more questioning than I was at that age. You can't snow these kids. If you tell them something you'd better be able to back it up in black and white."

- *On why they're joining:* "Almost every applicant first wants to know about the Navy's educational opportunities—in detail. What do Navy formal schools offer? What chances are there for off-duty education and training and does the Navy help foot the bill for that? What about VA educational programs or on-the-job training? They're looking for alternatives to today's high tuition costs. Luckily for me, the Navy's got one of the best education alternatives available."

- *On what particularly attracts them to the Navy:* "It's exactly the same as it's always been—travel and adventure. Once the practical aspects of Navy training, careers and a future have been

discussed, the questions always end up on foreign duty and liberty ports. 'What's Hong Kong or Singapore really like?' they ask. 'How do the people react to Americans? What are the different cultures like?' They all have this strong curiosity for life beyond their hometowns. And many—although they won't admit it—are still drawn to the romantic notion of life on the high seas or man against the oceans."

★ ★ ★

An hour after sunset, ABH1 Jack Eagle finally pointed his Navy car toward his office 60 miles down the interstate highway. Jack and his uniform had begun to wilt at about the same time. Fatigue can sometimes lead the mind down some pretty disheartening paths. And Jack was no exception.

"Some days, I don't want to face the

office; particularly when I know I'm going to have to go in and start all over because my last week's work went right down the drain.

"Some days, all I'll get are kids who want nothing more than to argue over America's military role in the world; or kids who are convinced they're going to go out and make \$25,000 right out of high school.

"Some days, I'll get only high school dropouts or reform school graduates who think the Navy will welcome them with open arms and a fat paycheck."

But then a look crossed Jack's face that indicated he'd remembered one lesson of ENRO: Self-pity is not part of a good recruiter's arsenal, self-confidence is. His next statement confirmed that thought:

"But I'm so damn lucky," he said. "Those 'some days' have been few and far between for me." ↓

Some Real Benefits

Besides the challenges offered by duty as a Navy recruiter, there are also some very real tangible benefits, the kind of benefits you can put in your pocket and take to the bank.

Take Special Duty Assignment (SDA) pay for example. This is money authorized because the recruiter is working outside of his rate.

As of this writing, it is authorized to recruiters in three stages based on the time they've spent recruiting. During the first six months, the recruiter receives an extra \$50 a month. Those having served a previous tour draw \$100 a month for those first six months. During the next 12 months, the recruiter receives \$100 and those with 18 months or more recruiting service receive an extra \$150 a month in SDA.

Since the image of the U.S. Navy in the civilian community is extremely important, recruiters must wear a clean, sharp and tailored uniform each day. This usually requires extra uniforms. A special uniform allowance helps ensure each person will be putting his or her best foot forward as a Navy recruiter.

The special uniform allowance is currently:

E-4 to E-6 \$75.35 (male)

E-4 to E-6 \$70.00 (female)

E-7 to E-9 \$138.50

Basic Allowance for Quarters/Basic Allowance for Subsistence (BAQ/BAS) is also authorized for both single and married recruiters in most locales.

Where government housing is not available, a system of leased point housing may be used. This is a program whereby the government makes a lease agreement directly with the civilian landlord for your housing. Its availability is controlled by monetary ceilings for rate/grade of service members and average rental costs for the Naval Recruiting District.

Finally, the recruiter is reimbursed monthly for normal out-of-pocket expenses that occur. These expenses—such as meals or snacks for applicants, copies of required documents such as high school transcripts, parking fees and small purchases for the office not available from the Naval Recruiting District—are all part of the job.

MOMAG 8

Where There's Job Diversity

STORY AND PHOTOS BY
JOCS JOHN D. BURLAGE

Guam's Mobile Mine Assembly Group Eight (MoMAG 8) operates so far back in the boondocks you'd think its members would tolerate an occasional wisecrack about the unit's overriding emphasis on safety.

They don't.

Minemen on Guam don't joke about the tons of explosives they control.

The group enjoys itself and its work and pays strict attention to safety procedures. Anything less could mean catastrophe.

"The name of the game is readiness backed by safety," said MoMAG 8's Senior Chief Mineman Paul E. Horton. "Here, 'Safety regulations are written in blood.'"

Lieutenant Kenneth R. Martin, commanding officer of MoMAG 8, is responsible for maintaining mine war-

fare components housed on the facility's grounds and in 35 nearby ordnance magazines. He is also directly responsible for his unit's intense emphasis on safety.

"My objective is to 'sell' mine warfare as a viable form of warfare," he said. "By laying an inexpensive mine field you can free a couple of expensive destroyers or submarines for other jobs."

"Mine warfare has both an offensive and defensive strategic value."

Martin has been in Navy munitions since 1956 when a chief petty officer talked him into striking for torpedoman while he was a member of a destroyer's deck force.

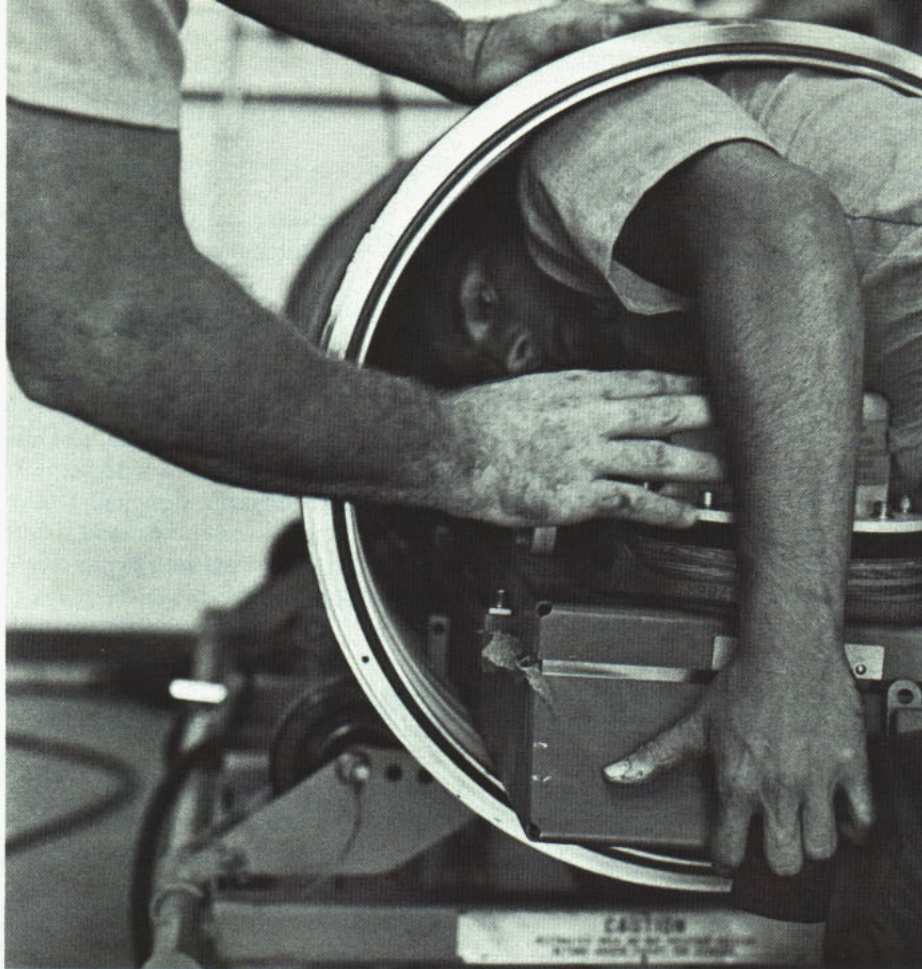
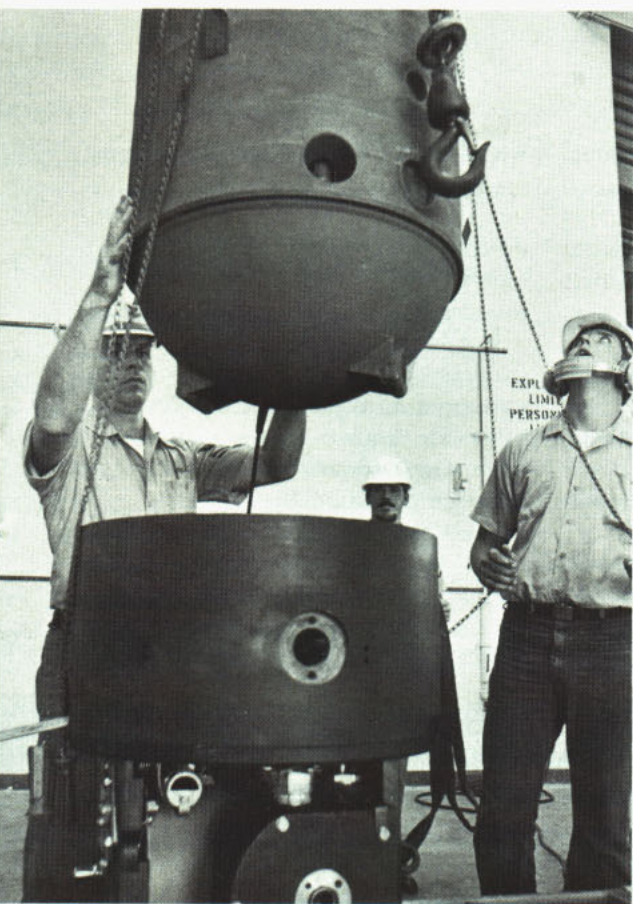
Modern mines bear little resemblance to their predecessors, perhaps best represented by the round, horn-studded model of World War II motion picture fame. Today's mines are composed of high explosives encased in a thin-walled, watertight container usually six

Clockwise from upper left: A mine warhead is connected to its mechanism section. "Getting into" his work, a mineman installs a package in a mine container. MNSN Stephen J. McLester and rows of storage cans for mine components.

to eight feet long. They contain advanced intelligence systems which permit them to be selective in their choice of targets. Once activated, their arming devices set off the chain reaction—detonator to booster to main charge—which has caused ship-wrecking explosions throughout the history of mine warfare.

Mines, classed either as moored mines or bottom laying mines, are planted by surface ship, submarine or aircraft. They are triggered either by the classic method of direct contact with the hull of a ship or by magnetic, acoustic, or pressure "influence" from a passing ship (or a combination of the three.)

They have a definite "life cycle"—



from birth (when they're planted) to death, when they accomplish their mission or are rendered safe by self-actuated short circuit or explosion.

Mines can be laid defensively (in a friendly harbor) or offensively (in an enemy harbor). The idea behind laying mines defensively is that shipping can be routed safely through the minefields but an enemy, without the proper maps and charts, won't be so fortunate.

Whatever the nature or type of mine, if it's U.S. Navy, it will be found at MoMAG 8.

"This is a good place for a mineman striker," said Mineman First Class Terry M. Charnecki. "In a 15-month normal tour, he'll work in most aspects of the rating. There's job diversity here and more projected for the future because you'll find any and all weapons here."

One of the newer members of the MoMAG 8 team agrees Guam is a good place to begin practicing the mineman craft. "It's been a learning experience for me since I'm new to the Navy and to being a mineman," says Mineman Seaman William M. Blackburn. "The work is interesting; I especially like the chance I've had to switch from one shop to another."

His attitude is echoed by MoMAG 8's top enlisted man, Senior Chief Mineman David L. Murnier. "There's no boredom here. a few people have had trouble adjusting to Guam with its limited transportation facilities, but morale is good. We have intershop transfers to enhance training and to keep the men interested in their rating."

MoMAG 8 has three operational departments: mine production, logistics, and quality assurance/safety. Each shop helps maintain MoMAG 8's mine components in the "designed readiness and assembly configuration" but that doesn't mean the work is unendingly repetitious.

Components are updated as the state of the art advances. Changes are issued by the Naval Mine Engineering Facility in Yorktown, Va. The Guam-based unit is also on the originating and receiving end of computerized data designed to spot, analyze and correct component

defects, as well as establish proper maintenance cycles for components.

Whatever the evolution, a quality assurance/safety representative is nearby as a constant reminder of safety requirements.

Make light of those requirements, and you stand a chance of losing certification to work with explosives. That certification, designed to ensure that a man is technically and mentally qualified to work with explosives, isn't easily obtained.

It's not that the minemen of MoMAG 8 overreact to the requirement to follow established safety practices—or that they won't occasionally emit a groan

when they consider how they must ensure every regulation is followed during their daily routine. They'll even accept with a smile the comment "there seems to be one quality assurance guy for every guy working on components."

But don't expect them to appreciate a careless comment about a "complete and rapid disassembly of a weapon"—otherwise known as an explosion—occurring under any other than intended conditions.

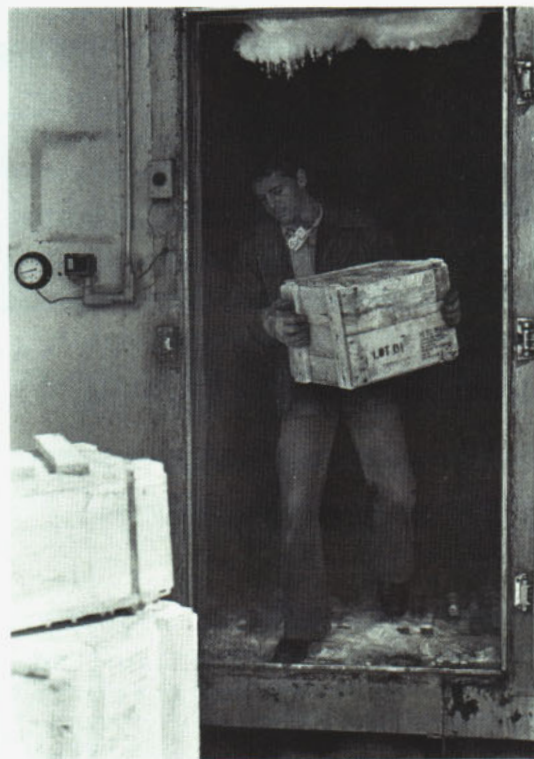
They won't. ↓

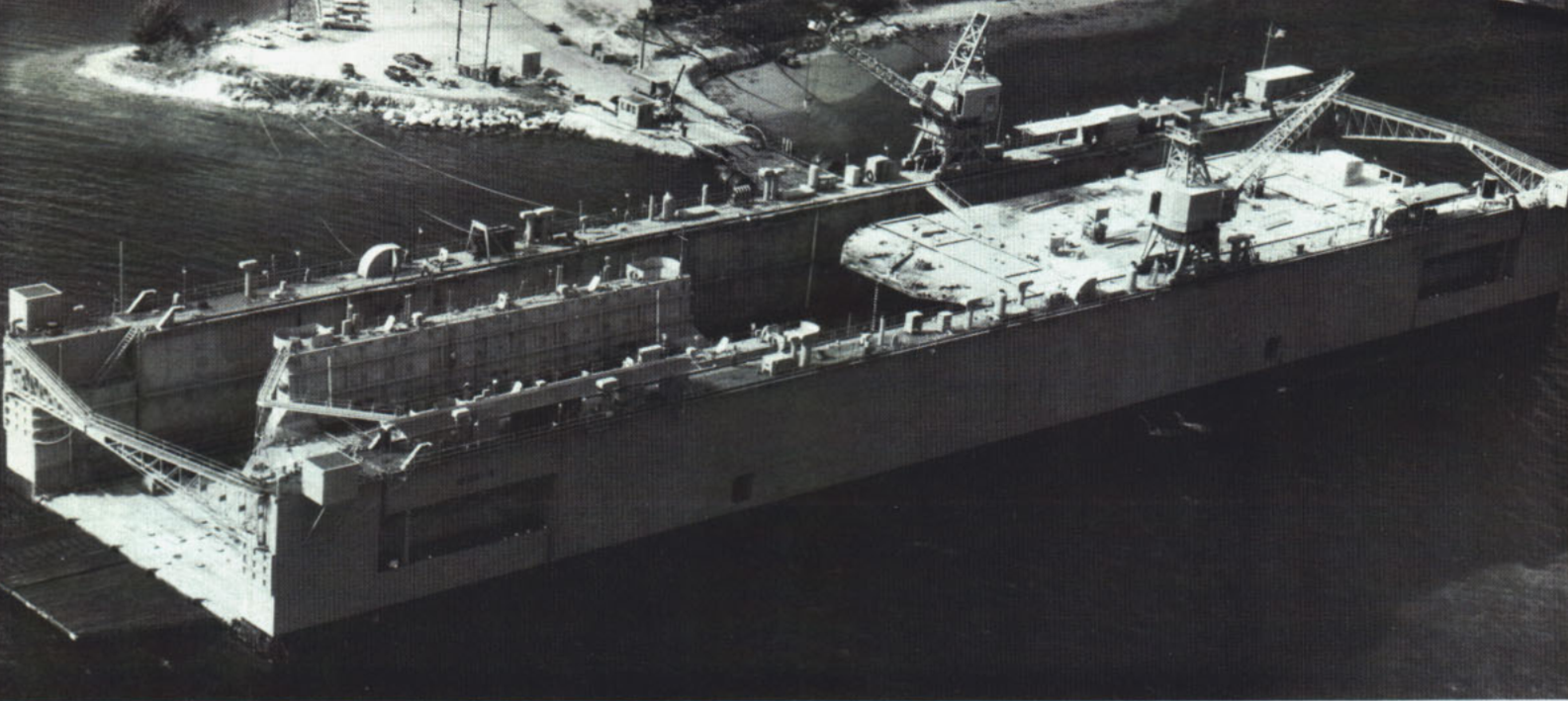
Below: Usual maintenance work is interrupted for rate training—installing a fin assembly to an inert bomb—common practice at MoMAG 8 where uncommon weapons are held.





Clockwise from left: Installing a fitting in a mine's arming device calls for steady hands, and strict adherence to safety procedures. Removing mine batteries from freezers where they are kept to extend their useful life means wearing cold weather gear and gloves. MoMAG 8's facilities at Naval Magazine Guam.





LCDR BILL RICHARDSON

A Command of His Own

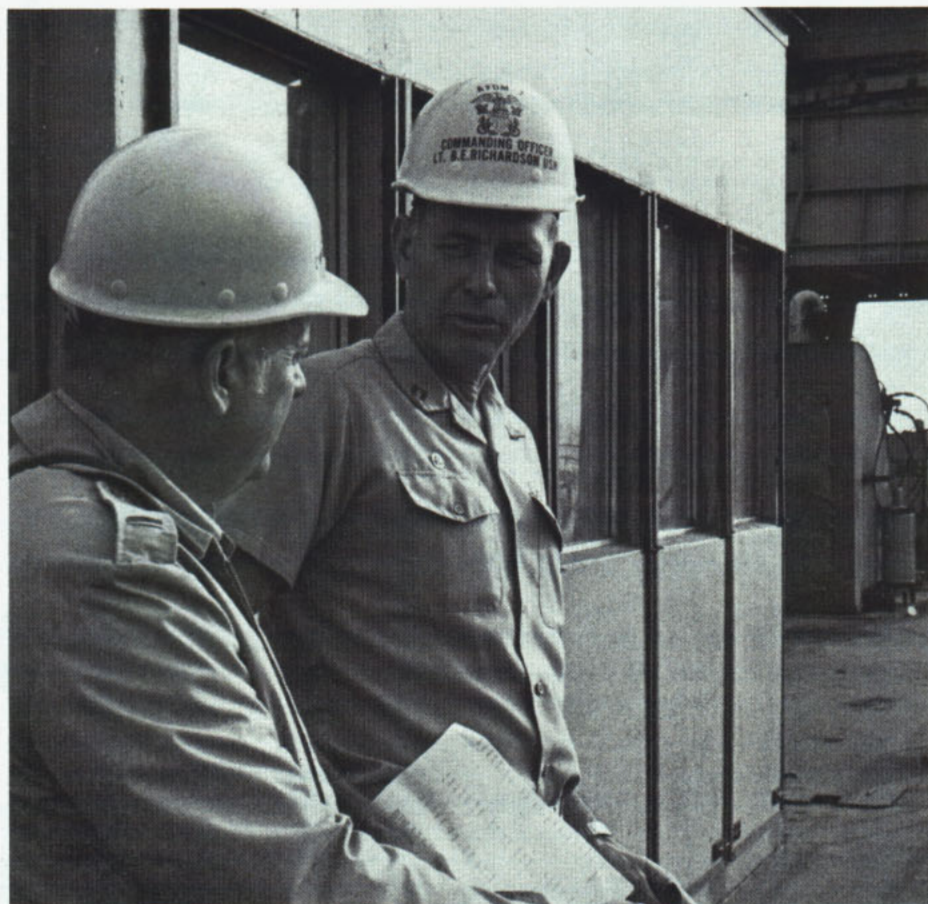
STORY BY JO2 GLENNA HOUSTON
PHOTOS BY PH1 MIKE McCABE

His ship, if it can be called that, is more than half the size of an aircraft carrier and has 145 crew members. It has no name, and no engines and it must rely on tugs for maneuverability. But to its skipper, Lieutenant Commander Bill Richardson, Medium Auxiliary Floating Dry Dock 7 (AFDM 7) represents 23 years of hard work, and a climb from fireman apprentice to command status.

Few details escape the skipper's eye. From personal experience, he knows what needs to be done and how to do it.

Richardson dropped out of high school in 1955 to join the Navy. It didn't take him long to realize that quitting school was a mistake. Even though most of his naval career has been spent at sea, he now nears completion of a college degree program he pursued in his off-duty hours.

Above: Photo of sister ship AFDM 8 gives an indication of the size of AFDM 7. Right: Richardson—before his recent promotion to LCDR—confers with one of his ship's officers.

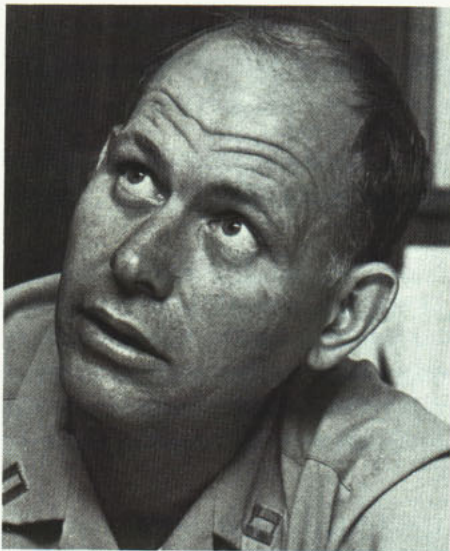


After he became a chief shipfitter—today's hull technician—Richardson applied for and became a warrant officer in 1966.

"I enjoyed being a chief petty officer," Richardson said, "but I didn't want to be limited to one job the rest of my career."

Last year he took command of AFDM 7 at Norfolk.

AFDM 7 is one of three such vessels operating in today's Navy. During a war, floating dry docks are invaluable, providing emergency repair dry dock capabilities in forward combat areas. Now, they are used primarily to support fleet ballistic missile submarines at advanced bases or to supplement dry dock facilities at major naval activities.



"This craft gives the Navy flexibility. The work in most civilian and Navy shipyards and dry docks is scheduled as much as a year in advance," Richardson explained. "We can provide emergency repairs so another ship won't have to be knocked out of a scheduled yard period."

Before a ship enters a floating dock, crew members prepare massive wood-block towers that cradle the ship up out of the water. "Laying out and building up the blocks for the different types of ships has to be exact," he said. "If the dock isn't set up perfectly, the ship could overturn or be damaged."

Wing walls, 47-feet high, rise from the deck of the craft to frame its length. Inside these walls are ballast tanks.

When the tanks are flooded, the dry dock sinks until only about 10 feet of the walls are above water.

After tugs maneuver the ship into position at the end of the dock, crew members attach lines and pull the ship into the dock with hand lines and pulleys. Surveying instruments monitor every inch of the way.

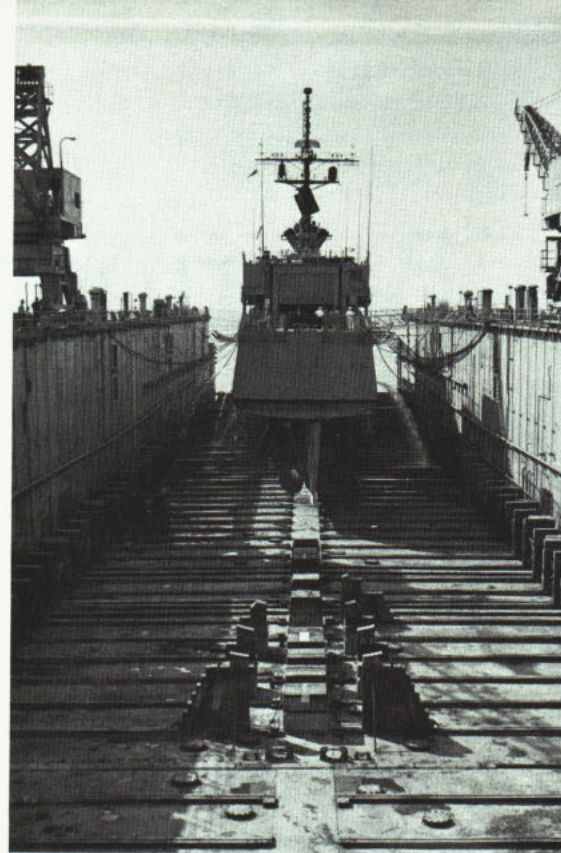
"After the ship is in place, we usually take two to three hours to pump out the ballast tanks," Richardson said. "We have to keep the dock on an even keel. Too much list or trim and the ship could slide off the blocks."

Later, when the ship is resting high and dry on the wooden blocks, the dry dock supplies all electrical, sewer, water, steam and telephone hook-ups. With the hull easily accessible, workmen move in to effect repair.

Richardson considers command of the floating dry dock one of the biggest challenges of his naval career.

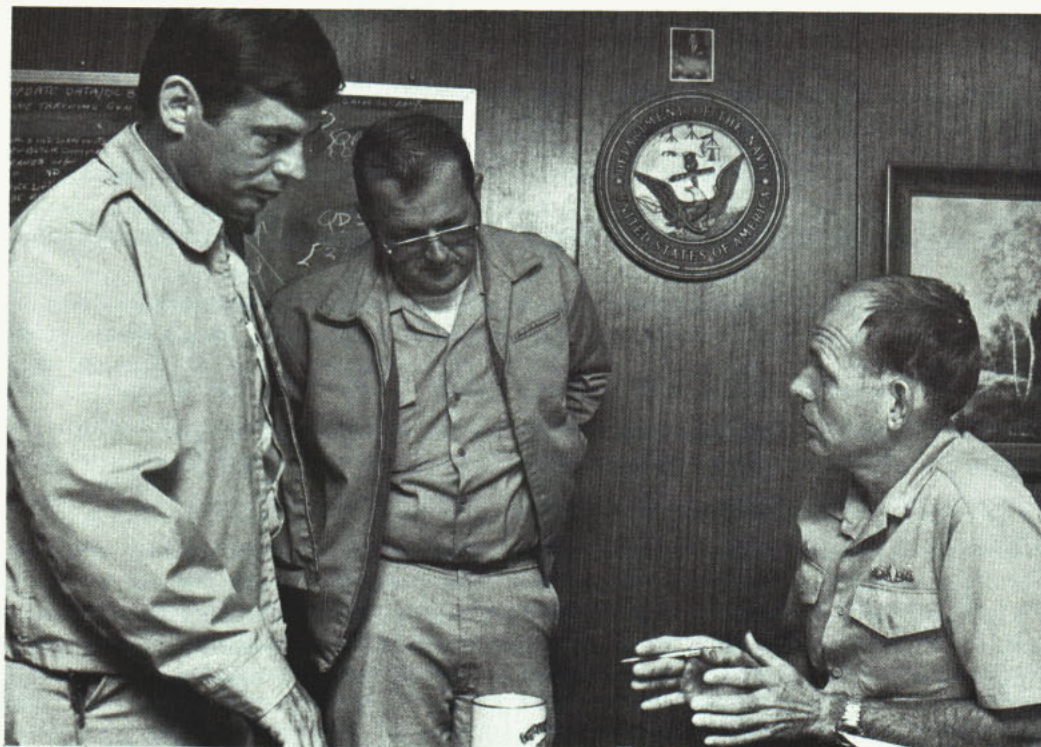
"There are only two times a captain ever gives up command of his ship—when it goes through the Panama Canal or into dry dock," Richardson said. "When it's in the dry dock, the ship becomes my responsibility."

He says one of the reasons he decided to make the Navy a career was because



he could retire after 20 years. "I keep saying 'one more rank and I'll retire.' But after you get that much time in, and you're in a job you enjoy, you hate to give it up."

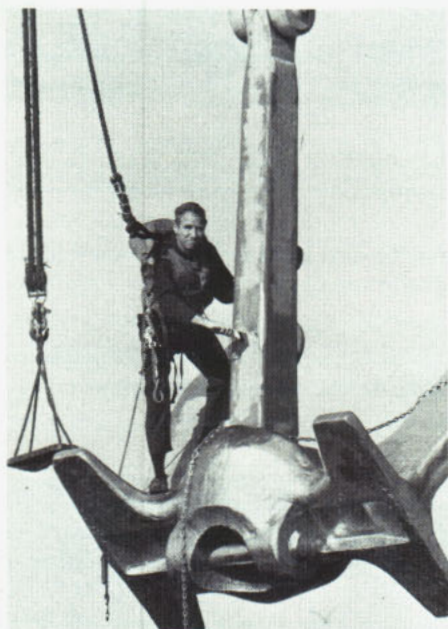
Left: LCDR Richardson, CO of AFDM 7. Above: USS Talbot (FFG 4), up on blocks inside AFDM 7. Below: Richardson illustrates a point to crew member.



Bearings

Golden Anchor

Paint brush in hand, Captain L.W. Freeman Jr. CO of USS *Sylvania* (AFS 2), rides high on a golden anchor. Painting the ship's anchor gold is *Sylvania's* way of showing herself a Golden Anchor award winner for 1978.



The Golden Anchor Award is given each year to recognize commands that demonstrate exceptional leadership in the management, administration and support of career motivation and retention programs.

CAPT Freeman took up the task of painting the anchor to emphasize the teamwork that makes *Sylvania* a "Superstar" in career planning.

VAW-115 on Top

Building an impressive record on the playing field, the "Liberty Bells" of Carrier Airborne Early Warning Squadron 115 (VAW-115) won the 1978 USS

Midway (CV 41) Captain's Cup Trophy for athletic competition at Subic Bay, R.P.

The trophy is awarded annually to the ship's squadron or division which demonstrates the greatest overall athletic excellence and is symbolic of a complete and total effort by all. VAW-115 team spirit was reflected by the tremendous support from those airmen who had to stay aboard *Midway* and on the job to allow their shipmates extra time off to participate in the athletic games.

Winning two softball tournaments, being first in individual singles tennis and individual skeet shooting, carrying away second place in horseshoes and second also in two football matches gave the "Liberty Bells" the highest overall standing.

Oceanographer Honored

The Oceanographer of the Navy, Rear Admiral J. Edward Snyder Jr., has been elected to the National Academy of Engineering. The academy cited RADM Snyder's contribution to the development of the *Polaris* re-entry system and his contribution of comprehensive significance to the National Oceanographic Program.

Membership in the academy recognizes the admiral's ocean engineering achievements during a career spanning more than 30 years. Election is the highest professional distinction conferred on an engineer. It honors contributions to engineering theory and practice, or unusual accomplishments in pioneering and developing fields of technology.

During the summer of 1975, the admiral consolidated and revitalized the Naval Oceanographic Program and established a Naval Oceanographic Center at Bay St. Louis, Miss.

On-Site Medal

Senior Chief Engineman Jerry W. Whitesides received a Navy Achievement Medal just hours after a new program initiated by Admiral Thomas B. Hayward, Chief of Naval Operations, took effect.

"I didn't intend to wait around," said Captain Harry A. Spencer Jr., CO of repair ship USS *Vulcan* (AR 5). "If we're going to take care of this retention effort, we've got to begin taking care of the good people we've got, and in a timely fashion."

In making the award while *Vulcan* was under way, CAPT Spencer was taking advantage of NAVOP 20/70 which gives commanding officers the right to reward outstanding enlisted performance on the spot.

The achievement medal (Chief Whitesides' third in his 22-year Navy career) was presented for the exceptional skill and unsurpassed professionalism he displayed while installing a ship's service emergency diesel generator on *Vulcan*—Photo by PHAN George Bruder.



The Eyes Have It

If you are among the millions of people who wear some type of eye glasses, chances are your lenses are "impact-resistant." But "impact-resistant" does not mean that they qualify as "safety glasses."

To correct a common misconception regarding eyewear, the Bureau of Medicine and Surgery has published a warning to emphasize that "impact-resistant" spectacles are not designed for use in an industrial environment or in any other eye-hazardous area. This means that such glasses, even those obtained from the Department of Defense, will not protect the eyes of workers in eye-hazard occupations, processes or areas.

Seven years ago (Jan. 1, 1972), a Food and Drug Administration (FDA) ruling became effective requiring that all streetwear eyewear lenses be impact-resistant. This ruling was the first step toward improving the design and production of eye glasses for the general public. The streetwear eyewear issued by the Armed Forces fulfill the requirements of the FDA ruling. They are impact-resistant. They are not safety glasses, however, and are not intended as such.

Safety glasses must meet certain strict requirements. Only safety eyewear which meet or exceed the requirements of the American National Standards Institute (ANSI) Z 87 Standard, as referenced in Occupational Safety Health Act regulations, are approved for full-time use as safety spectacles.

The FDA ruling requires that the lenses be capable of withstanding an impact from a five-eighths-inch-diameter steel ball dropped 50 inches. The ruling does not mention that the frames must be made of slow burning materials, and designed to retain the lenses under impact.

The ANSI Z 87 Standard specifies that industrial safety lenses will be at least three millimeters in thickness, and capable of withstanding an impact from a one-inch diameter steel ball dropped 50 inches. The safety frames *MUST* be made of slow burning materials, and designed to retain the lenses under impact. By definition, then, FDA-type, impact-resistant lenses cannot be considered safety spectacles.

The Bureau of Medicine's Sight Con-

servation Section urges all safety officers to require that employees bring in signed statements from their eye doctors stating that the "safety glasses" in question meet or exceed *all* requirements of the ANSI Z 87 Standard.

Taking this precaution will help prevent substandard eyewear from being used in eye hazardous areas, thus reducing needless eye injuries and protecting that which we sometimes take for granted—our vision.

Two Goals Achieved

Promotions, reenlistments and awards highlighted the 14th anniversary of commissioned service of the guided missile cruiser USS Gridley (CG 21), homeported in San Diego, Calif.

During the recent ceremony, 21 crewmembers reenlisted, and 32 were promoted, including one meritorious promotion. One officer was augmented into the regular Navy and 27 letters of commendation were presented to recognize individuals for superior performance.

The mass reenlistment resulted when Chief Navy Counselor K.L. Cowings suggested that 14 crewmen be scheduled to reenlist on the ship's birthday, one

man for each year of *Gridley's* commissioned service. By mid-December that goal had been reached and the program was still snowballing. The goal was changed to 21, matching *Gridley's* hull number.

Gridley was originally commissioned in May 1963. The ship was decommissioned in 1968 for a major weapons system update and recommissioned Jan. 17, 1970—now marked as the ship's birthday. The cruiser is named in honor of Captain Charles Vernon Gridley who, as commanding officer of the cruiser *USS Olympia* (C 6), received the famous order from Commodore Dewey to open the Battle of Manila when he said: "You may fire when you are ready, Gridley."



Bearings

Albany's End in Sight

After 33 years of service to the fleet, USS *Albany* will be retired this fall. Commissioned into the fleet in 1946, *Albany*, (CA 123), named after the capital of New York State, was originally a heavy cruiser with a main battery of 8-inch guns. Twelve years later, when the fleet began to enter the missile warfare age, *Albany* underwent a major conversion. The ship's armament and superstructure were removed and she was refitted as a guided missile cruiser. After a three-year conversion, she became USS *Albany* (CG 10) in 1962.

Six years later *Albany* was again decommissioned, again to receive a "modernization."

Now, she faces her third and final retirement.

Currently the Flagship for Vice Admiral James D. Watkins, Commander Sixth Fleet, the guided missile cruiser heads up other 6th Fleet ships in the Mediterranean, guarding American interests in that part of the world. *Albany* proudly shows the American flag in many foreign ports, carrying on her mission of support and goodwill. Gaeta, Italy, has been her home port since 1976.

Albany's heritage goes back more than a hundred years. The first *Albany*, a 22-gun sailing ship, was commissioned in 1846. After participating in the Mexican-American War, the single-masted warship departed Panama

bound for New York in September 1854. She was never heard from again.

The second *Albany*, a 14-gun, steam-powered and sail-driven sloop-of-war, was built in 1864. Christened under another name, it was changed to *Albany* in 1869. She patrolled the North Atlantic until decommissioning in 1870.

The third *Albany* was solely steam driven. A gun cruiser built in Newcastle, England, in 1879, she was purchased by the United States in 1898 and commissioned *Albany* in 1900. In World War I, the third *Albany* escorted ship convoys across the Atlantic to Europe. She was retired in 1929.

The present *Albany* and her crew received the coveted Battle Efficiency "E" for 1978. She was also declared the



most outstanding Atlantic Fleet ship in anti-air warfare. Her engineering, operations, electronic warfare and damage control expertise also resulted special "E" awards. Thus, the present *Albany*, commanded by Captain Gerard J. Flannery, proudly closes out a chapter in the U.S. Navy's history.

In a Split Second

A popular song asks, "Does anybody really know what time it is? Does anybody really care?" The U.S. Naval Observatory in Washington, D.C., knows the time within a microsecond (one-millionth of a second) and is now telling anyone who wants to know the time for the price of a phone call to Washington.

Since last November, the Naval Observatory has offered a 15-second message by telephone, providing voice announcements and markers for Eastern Standard and Universal Coordinated Times with continuous one-second ticks. The phone number is (202) 254-4950 (commercial) and 294-4950 (autovon).

The Naval Observatory began this service because more and more electronic equipment depends on accurate time of day information for initial start-up and continuous operation.

According to the Observatory, clocks can easily be set to a fraction of a second and millisecond (one-thousandth of a second) precision can be achieved if telephone line delays (typically 25 milliseconds for North America) can be determined.

Time signals are also available from the National Bureau of Standards radio station, WWV, by commercial telephone (303) 499-7111.

Seabee College



The "White House" is now granting college credit.

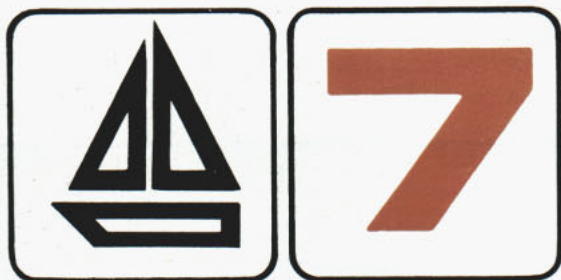
Don't call 1600 Pennsylvania Avenue, however. The "White House" in this case is the Naval Construction Training Center (NCTC) at Port Hueneme, Calif.

Recently, NCTC became the first West Coast Navy technical training school to be accredited by the Western Association of Schools and Colleges (WASC).

Accreditation means NCTC has met the stringent guidelines of WASC. As a result, Seabees successfully completing any course offered at NCTC can

transfer credits to other accredited schools and colleges. For example, a Seabee completing Builder class "A" school can earn eight credit hours toward a vocational certificate; completion of Builder class "C-7" school (Journeyman) can earn 30 hours toward a vocational certificate or five hours toward a baccalaureate.

Accreditation by WASC confirms that the quality of education and training at Naval Construction Center, Port Hueneme is on a par with community and junior colleges throughout the nation. ↓



Navy Rights & Benefits

Morale, Welfare and Recreation

First-time visitors to Navy installations or ships often are amazed at the self-contained situation. Within the station's gates or ship's skin a miniature community supplies nearly every service a well-run community provides.

As part of these services, the Navy provides local Morale, Welfare and Recreation (MWR) programs (ashore and afloat) supported by an annual budget of close to \$370 million. Clubs, movies, recreation centers, hobby shops, golf courses and swimming pools are some of the more visible evidence of these recreation benefits, but they are only part of the picture. As a Navy member, you and your family can take advantage of other recreation benefits through programs such as the Navy Library System, the Armed Forces Professional Entertainment Program Overseas and the USO.

This article—No. 7 in our series on

Navy Rights & Benefits—describes the nature and scope of these programs. They are divided into three categories: facilities (including messes) and services under Navy MWR programs; command support services; and other MWR activities available to you as a military member.

★ ★ ★

Navy MWR Programs

Appropriated and non-appropriated funds form the financial base for the Navy's MWR programs.

Congress appropriates funds as part of the annual federal budget for the basic MWR needs of the military community. During recent years, as the level

of appropriated funds remained stable, the cost of providing quality recreational services increased. As a result, non-appropriated funds—your dollars—have come to play a larger role in supporting MWR programs.

Primary sources of non-appropriated funds are portions of Navy Exchange Resale System and Ships' Stores Afloat profit dollars, and fees and charges levied for use of various recreation facilities or equipment. Every time you purchase an item at the exchange or ship's store, you receive more than just an approximate 20 percent price break—you help pay for your recreation programs.

Recreation (special services), open mess and consolidated package store operations are financed substantially (over 80 percent) with non-appropriated funds (NAF). Congressional support through appropriated funds (APF) pays for the remaining 20 percent.

All earnings of the Navy Exchange Resale System which are not required to finance exchange operations are used to fund recreation programs. Fifty cents of each local exchange profit dollar goes to the local recreation fund. The rest passes to BuPers-controlled Central Non-Appropriated Funds (NAF).

In recent years, rising costs and other factors including changes in wage laws affecting NAF employees' salaries decreased the buying power of the Navy Exchange profit dollar by as much as 18 percent. Thus, to maintain or improve the quality of recreation programs and facilities, major changes in financing and managing Navy recreation had to be initiated.

In the mid-seventies, shore activities were tasked with meeting certain levels of self-sufficiency by charging realistic and reasonable fees for services with revenue-generating potential. While these fees are still below those charged by the civilian sector for similar services, this source of income compensates for the decline in purchasing power of the Exchange profit dollar.

Central Non-appropriated Funds exist solely to supplement local recreational operations and serve as equaliz-

ing sources of money. These funds are divided into four accounts: General Recreation (or Central Recreation); Officers' Messes; Enlisted Messes; and Consolidated Package Stores.

Individual Central NAF are maintained in support of the individual types of recreational activities. That is, money assessed from enlisted messes is used to support other enlisted mess needs and is not used to help build a bowling alley. Each of the BuPers-controlled funds performs several key jobs in helping finance operations for its respective activities. For example, through a process of grants and loans, the funds' prime task is to supplement the financial needs of individual activities at the base or shipboard level. In FY 78, over \$21.3 million (mostly grants) were provided directly to ashore and afloat recreational activities.

A portion of the Navy Exchange profit dollar constitutes the bulk of the Central NAF income. Other sources include loan repayments, interest on

short-term investments, ships' stores assessments, mess and package store assessments, slot machine assessments and residual funds (balances of recreational funds of decommissioned ships or activities). Among other things, the Central NAF support construction and renovation of bowling alleys, handball courts, swimming pools, clubs and other types of recreational projects—121 different facilities were improved during FY 78 at a cost of over \$17 million.

Navy Open Mess System

Clubs operated under the Navy Open Mess System are a unique benefit. Unlike civilian clubs, they have the flexibility to meet the social needs of a diverse segment of the population. And you, the patron, own the club and keep this valuable MWR facility operating.

Navy Open Messes provide social and recreational facilities, meals and refreshments for officer and enlisted

personnel and their families. (Officers, Open Messes provide essential meal service as a secondary function.)

From a family night buffet to music for a rock 'n roll enthusiast, these clubs cater to the needs of Navy personnel and their families.

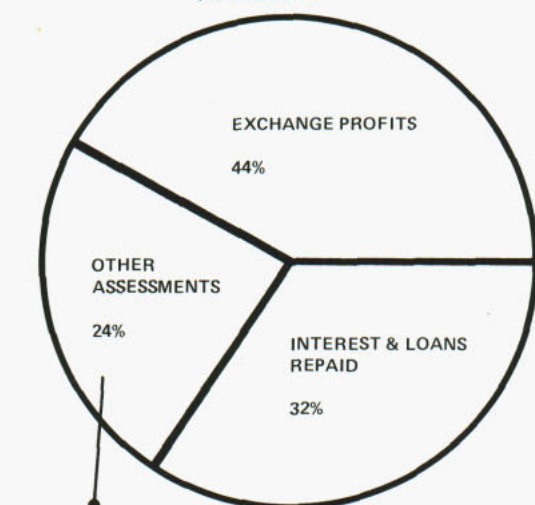
The Navy Open Mess System includes:

Commissioned Officers' Messes Open	98
Chief Petty Officers' Messes Open	63
Petty Officers' Messes Open	15
Enlisted Messes Open ..	100
Consolidated Messes Open	41
Consolidated Package Stores	114

Clubs are operated on a non-profit basis, but must be self-sustaining to the extent that they meet all debts and liabilities with enough leeway to add improvements or expand services as necessary.

Central Non-appropriated Funds - FY1978

WHERE IT CAME FROM
\$40 MILLION

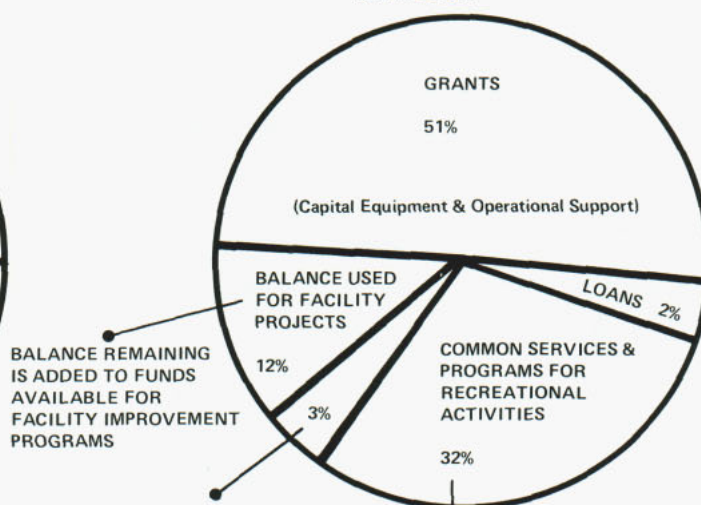


SHIPS STORES SALES — 3 to 4%

MISCELLANEOUS PROFITS — 25%

ASHORE MOVIE ADMISSIONS — 42¢ ea.

WHAT IT WAS USED FOR
\$40 MILLION



RECREATIONAL SERVICES
DIVISION SALARIES,
TRAVEL ETC.

INSURANCE
BENEFIT PLANS
FACILITY DESIGN
ACCOUNTING/BANKING
TRAINING
FIELD ASSIST VISITS

Navy Rights & Benefits

You can take an active part in the operation of your club through an advisory board. You can voice your opinion through your command's representative, or attend meetings yourself.

Each year, messes in each of the five categories compete for the Secretary of the Navy Mess Awards which are co-sponsored by the International Military Club Executives' Association. The top five messes are selected through judging in areas such as quality and scope of services and atmosphere.

Recreation

Each activity tailors its recreation program to suit its situation, taking into account the size of population, financial resources, mission, patron interest, geography and the availability of facilities and activities in the surrounding community. These factors may vary, but the basic elements of a recreation program are present at any Navy installation. It would be impossible to list every service or piece of equipment available through Special Services. What follows is a general overview of a variety of services.

- **Auto Hobby Shops.** You may be an ace mechanic or just enjoy tinkering under the hood on a Sunday afternoon.

Special Services can help turn your talent into real savings in auto repair. Auto hobby shops provide facilities, equipment and tools to perform general automotive repairs and preventive maintenance. Many shops provide equipment for numerous jobs, ranging from engine overhaul to auto painting. If you are a novice and want to learn, Special Services may offer seminars in auto repair and related projects. Usually, the Navy Exchange maintains a resale outlet near the auto hobby shop so you can buy repair parts at exchange prices.

- **Recreation Centers.** Special Services offers a variety of services and equipment through recreation centers—everything from snack bars and pool tables to bowling lanes and hobby shop facilities for a variety of arts and crafts.

If you have a hobby or want to develop one, you'll usually find the help and equipment you need at most stations. More than 30 different hobbies are included in the Navy-wide hobby crafts program. Photography, ceramics, woodworking, leatherworking and electronics are but a few of the more popular ones. You won't find all of them aboard any one station, but you'll

be surprised at the wide range at even the smallest activity.

When a recreation complex includes a bowling center, you can expect both open and league bowling as well as other levels of competition such as intramural and intercommand. These centers are equipped to support any aspect of the sport from shoe rental and locker storage to pro shop resale and workshops.

- **Golf.** In addition to an 18-hole golf course, some activities also have miniature golf, pitch-and-putt, and driving ranges. As in most Special Services programs, instruction is usually available if you would like to get into the sport, or just improve your game. Golf pro shops can give you a good price on equipment, or you can rent what you need for a small fee.

- **Swimming pools.** Special Services operates base pools and ensures the availability of qualified lifeguards. In addition to competitive and age-group events, many locations offer water ballet, synchronized swimming, diving or water safety courses.

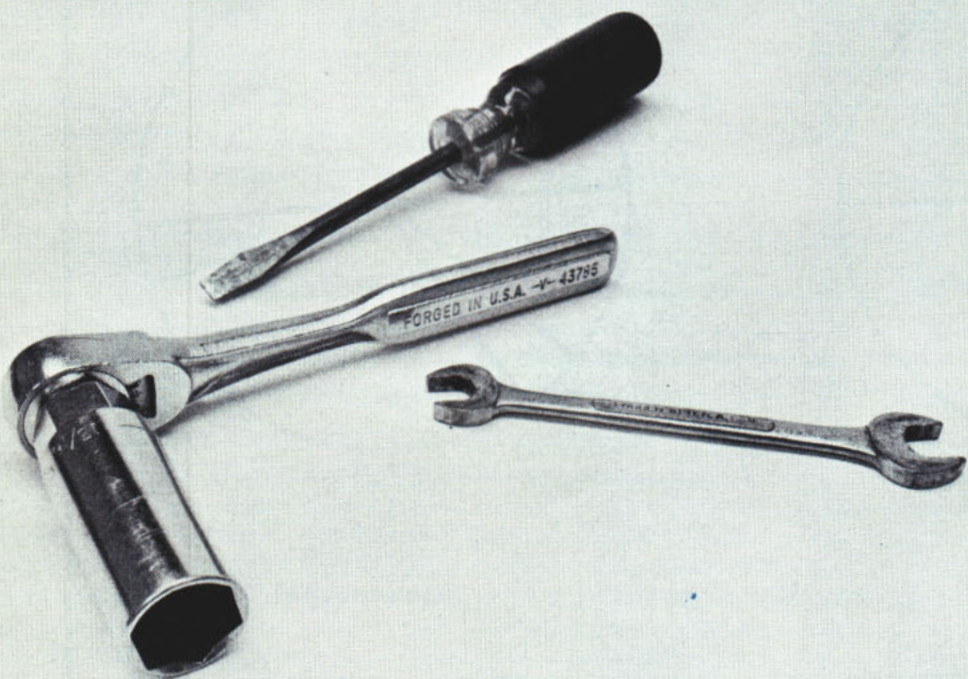
- **Marinas.** Larger installations support water oriented activities through marina facilities. Services marinas may include, but are not limited to: power and sailboat rental or check-out, boat repair, launching ramps, equipment or ski rental, regattas and competition, and courses in various aspects of seamanship (boating safety, skiing, sailing, etc.)

- **Outdoor Recreation.** A softball game, a day of picnicking or two weeks of camping—Special Services operates areas for these activities at many locations. You may rent or sign out camping equipment, trailers and fishing gear for use on or off base.

- **Dependents' Recreation.** Many activities sponsor programs designed specifically to meet the needs and special interests of young people and dependent spouses. These may include teen centers, youth summer programs, child care centers, excursions, social functions or special interest classes.

- **Entertainment.** Whether listening or performing, you may have access to a variety of entertainment programs,

ALL HANDS



social activities and the arts through little theater groups and choral groups.

● **Shipboard Recreation.** When your ship pulls into port, the entire spectrum of that host base's Special Services is available to you. Aboard ship, Special Services activities are available in many forms—ships' picnics, athletic events, organized tours or movies. Facilities are limited but your morale, welfare and recreation is considered just as important as any other life-sustaining service.

This increased awareness of the importance of recreation has led to many changes. For example, during last year's Fleet Habitability Conference in San Diego, a representative from BuPers' Special Services was included as a participant. In other areas, MWR needs are being considered on the ground level—while still in blueprint stage, a ship's design now incorporates planned recreational spaces.

The Navy Special Services program managers intend to improve more than just future trends in shipboard recreation. They are looking to today's ships

and ways to better serve the crew.

Officers are assigned MWR responsibilities as a collateral duty. Special Services developed a training course to help prepare these officers for their duties, covering such subjects as how to program activities, maintain funds, and generally, how to obtain full use of the dollars available to a ship.

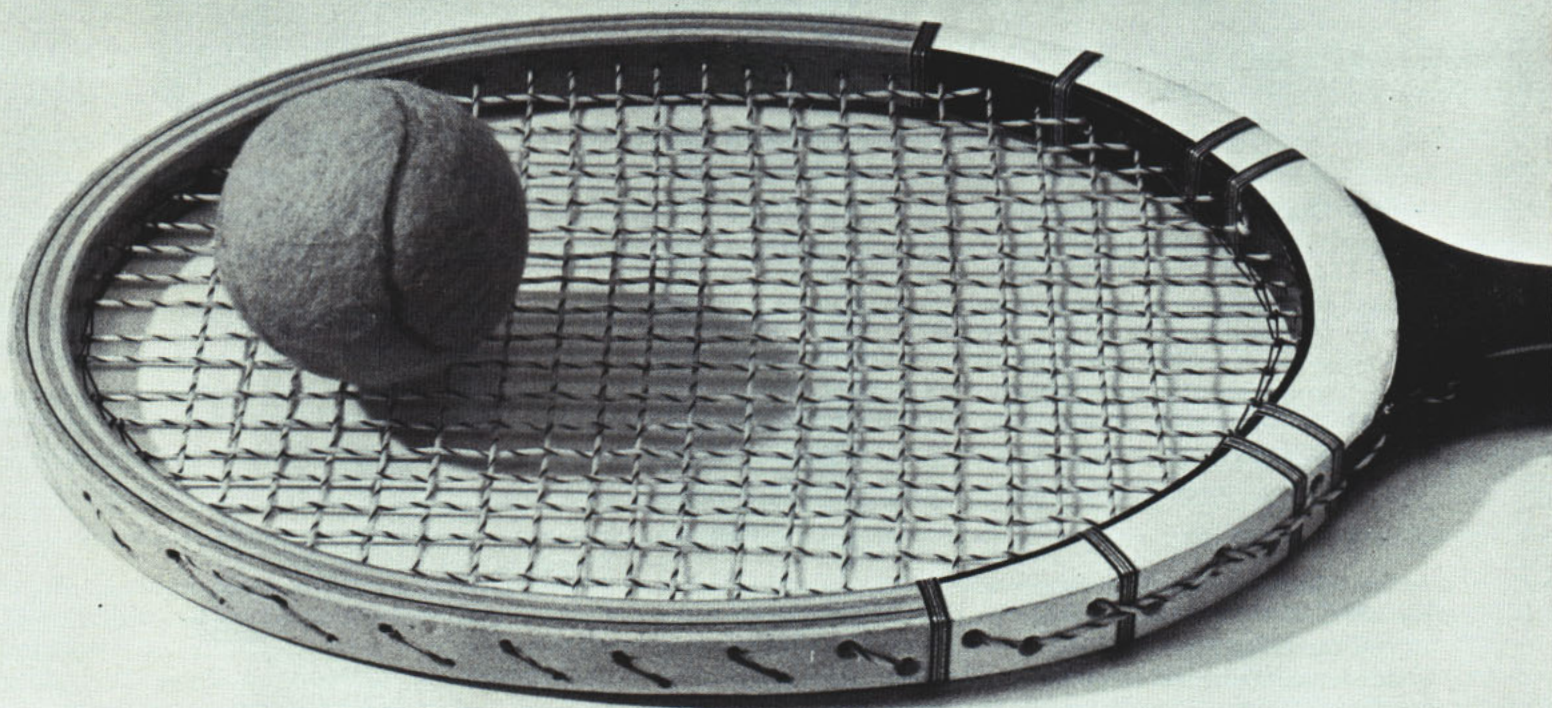
BuPers Special Services also is working now to standardize the recreation equipment allowance list for ships. This approach ensures that the types and amounts of recreational equipment a ship should have on board is allocated.

Another project BuPers Special Services instigated to improve shipboard recreation opportunities is now operational aboard USS *Independence* (CV 62). While the ship was in overhaul, Special Services advisers came on board, and through a Self-Help program, transformed three compartments into a physical fitness facility with isotonic, isometrics and aerobics exercise programs all taken into consideration. Similar projects are next planned for

USS *Enterprise* (CVN 65) and USS *America* (CV 66).

● **Special Interests:** To meet special recreational patron interests, base special services activities normally provide information on community, state, federal and commercial recreation events, facilities and programs. Often you can obtain discount or free tickets through Special Services for tours, shows or sporting events. Other services in this category may include TV repair, animal care or vehicle rental.

● **Sports Program:** The Navy Sports Program, like all other recreational functions, is set up on a voluntary off-duty basis. On Jan. 1, 1979, a regional sports program replaced the All-Navy competition program, returning the primary emphasis to maximum participation at local base/ship level. This change is not only more cost effective, but also minimizes participants' time away from commands. Fourteen regions were established to permit at least one higher level of competition above the local base or ship. Participa-



Navy Rights & Benefits

tion in the Navy Sports Program is restricted to those who have been on active duty for more than 90 days, including Coast Guardsmen and other service members who are serving on a naval base or ship. Each region is allocated a dollar amount from the Central (General) Recreation Fund to defray the costs related to hosting and conducting area and regional championship Interservice competitions still exist but Navy participation is limited to those sports which lead to international competitions. They include basketball, boxing, wrestling, volleyball, track and field triathlon, and slow pitch softball. From interservice competitions, Navy participants could continue on to the Olympic Games, Pan American Games, or even to competitions conducted under the *Conseil International du Sport Militaire (CISM)*.

Navy Motion Picture Service

Movies remain the most important form of recreation on board our ships. Annually, the movie program costs approximately \$4 million in appropriated funds and \$2 million in non-appropriated funds.

Regardless of size, almost every ship and station in the Navy has the capability to show movies. It is intended that each sailor have the opportunity to see four or more different movies each week.

Providing movies for submarines, hundreds of ships and stations pose some knotty logistic problems. Under present arrangements, regular feature movies, sports subjects, as well as older classic movies and special short subjects are procured by the Navy Motion Picture Service, which sends more than 300 new prints to the fleet each week. More than 30,000 full-length feature movies are available through 22 Fleet Motion Picture Exchanges, making the Navy's system one of the largest film libraries in the world.

You can enjoy a first-rate movie at your command's theater for a minimal fee. Isolated overseas location and ships show movies free of charge.

Command Support Services

Historically, the first books that sailors took to sea were navigational aids. The first libraries designed specifically for sailors considered only the moral condition of seamen—it was believed that their spiritual salvation was imperative.

In 1821, the warship USS *Franklin* acquired a library—the first Navy ship to do so—purchased by the crew. By World War I, the Navy Department had assumed official responsibility for the Navy General Library Program.

Today, the library program, under the control of the Chief of Naval Education and Training Support (CNETSO), provides over 500 afloat and nearly 200



ashore libraries with an inventory of more than two and one-half million books. Every ship has a library of sorts from a paperback book collection updated monthly aboard a minesweeper, to the 10,000-volume library maintained aboard the carrier USS *Eisenhower* (CVN 69).

Some shore libraries offer the Auxiliary Library Service Collection to patrons. Made up of about 2,000 volumes, this collection is available to any sailor who cannot get a book of professional interest in his particular ship or station library. When requested, such a book can be sent through the mail directly to the sailor.

Many libraries also subscribe to a rental service as an inexpensive method of keeping current bestsellers on their shelves. The value of this program increases in significance when space is limited—books that have proved unpopular may be returned instead of taking up valuable space.

Other services a shore library may offer include a "swap" shelf for those who wish to exchange their own paperbacks for something new: a current magazine section; equipment for listening to tapes or records; and even typewriters or other equipment such as duplicating machines to which a sailor may not normally have access.

The newest service available through general libraries in a super 8mm film program with 4,000 films available through general libraries ashore. Libraries in major ports have projectors available for loan to ships while in port. Technical guidance to ship and shore general libraries is provided by Navy Regional Libraries in Groton, Conn.; Norfolk, Va.; Charleston, S.C.; San Diego and San Francisco, Calif.; and Pearl Harbor, Hawaii.

Other MWR Activities

The Armed Forces Professional Entertainment Office (AFPEO), provides quality live entertainment primarily for young enlisted people who are located in remote and isolated areas

overseas at which entertainment activities are extremely limited or non-existent.

AFPEO, a joint service command, works in conjunction with the United Services Organization (USO). USO selects approximately one-half of the touring groups and pays half of the \$40 per day living allowance for the groups they choose. These acts are billed as a USO show. AFPEO auditions and selects the remaining groups which then travel under the banner of *DOD Showcase*. With the exception of part of the living allowance USO provides for the groups they select, DOD bears all costs related to living allowances and about 90 percent of transportation costs, with overseas commands picking up the tab for the rest.

AFPEO members, which include a Navy representative, travel extensively to audition potential touring groups. In addition to talent, AFPEO members look for other things—flexibility, good working relationships between entertainers, and the ability to establish rapport with an audience. While on the road, these groups, usually with five to seven members, normally perform at least twice a day, six days a week. Shows are presented free of charge and are open to all military regardless of grade or service, and their families. Performances are usually presented in the base theater, auditorium or gym and normally do not interfere with base club operations, unless no other suitable performance site is available.

When selecting groups, AFPEO also looks for variety to ensure a cross section of entertainment—everything from easy listening and top 40, to hard rock and country and western. Each group member receives \$40 a day for living expenses (\$280 weekly), limited exchange privileges and emergency medical or dental treatment during the tour. In FY 79, 107 groups are scheduled to go on 4-to 6-week *DOD Showcase* or USO tours at a cost of nearly \$1.8 million. The circuits they will travel include Alaska, the Caribbean, Europe, the Mediterranean, Greenland and the Pacific, presenting an estimated 3,000 performances to nearly 600,000 service members and their families. Fifteen per-

cent of the groups will perform at Navy installations ranging from Diego Garcia to a sub tender at Holy Loch, Scotland.

In addition to "night-club" acts, *DOD Showcase* and USO also present groups such as Miss America or Miss Black America and their courts, or National Football League players on handshaking tours. AFPEO also retains the flexibility to present "specialty" or "fad" groups. For example, with the revival of the '50s sound in music, AFPEO scheduled several such groups for tours.

The United Services Organization for National Defense (later shortened to USO) was created early in 1941 to provide morale-supporting services to military men and women. This private organization is totally supported through contributions to the United Way.

Today, more than seven million service men and women and their families take advantage of world-wide USO services annually. Whether it's an extensive USO complex, like the one in Naples that serves more than 60,000 Sixth Fleet sailors each month, or a small information booth at an airport, USO volunteers are there to lend a helping hand.

In recent years, USO has changed to keep up with a changing military. Many of the programs have been shifted to place more emphasis on the young service member and family, helping them deal with the problems they face. One new project called "Outreach" offers such educational, recreational and Self-Help programs as "How to Find Jobs" seminars, budget management classes, or marriage and child abuse counseling.

USO facilities will vary, depending upon the area they serve. Discount or free tickets to area attractions, tours, recreational equipment, and free entertainment are just a few of the many services offered.. ↓

Mail Buoy

It's How "U" Spell it

SIR: Thank you for the publication of our ship's picture in Stern Shots of the December 1978 *All Hands*. Please note the correct spelling of the ship's name is USS *Truxtun*.—B.A. Ewers, LTJG, USN.

Wrong Coach

SIR: I noted an error in the January 1979 issue of *All Hands* on page 18. George Welsh is talking to George Kelly, an assistant coach at Notre Dame, not Dan Devine. Coach Kelly was my high school coach at St. Joseph's in South Bend, Ind., back in the mid '50s.—LCDR Karl R. Weigand Jr.

• Thanks for calling our attention to the Dan Devine flub in the January story on George Welsh. Too bad we couldn't have given George Kelly a little publicity.—ED.

"Grainbelt Fleet"

SIR: In the January 1979 issue, I noted the article on the Great Lakes Cruise of 1978 which states, "For the first time in more than 15 years, people in the Midwest had the opportunity to see the Navy close up..." which is in error.

From 1974 until June of 1976, three Patrol Gunboats (USS *Asheville* [PG 84], USS *Crockett* [PG 88], and USS *Marathon* [PG 89] were "homeported" in the Chicago/Great Lakes Naval Training Center area. During the two years they were on the 'Lakes, these PGs visited and participated in many cities' celebrations. On the trip from Chicago/Great Lakes in June 1976, several Canadian ports were visited. The "Grainbelt Fleet Gunboats Riders" may spot you two years but not 15.—YN2 R. M. Osmond, USNR-R.

• Thanks for bringing the oversight to our attention. You're right about the Grainbelt Fleet—during the two years that the three gunboats were based at the Great Lakes Naval Training Center, they did indeed participate in many celebrations and port visits.—ED.

Bell-Bottoms

Sir: I have read with interest several articles on bringing back the bell-bottoms. I'm an E-5 and as such cannot wear my bell-bottoms. Is there anything in the wind for those of us E-5 and above who would like to wear the bell-bottoms?—OT2 Barry L. Widell

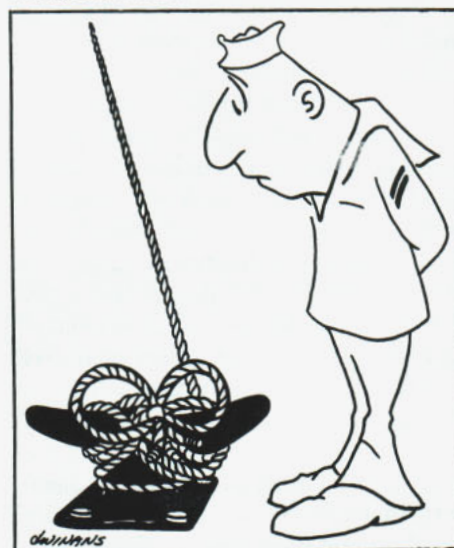
• A decision recently made by the CNO and published in NAVOP 22/79 provides that E-5 members who were issued or purchased the jumper style blue uniform while serving in a lower paygrade may continue to wear the uniform as E-5s. A final decision on the uniform for E-5s and E-6s will be made after further evaluation of fleet experience and a survey of the preferences of E-5s and E-6s.—ED.

Reunions

• U.S. Naval Academy Band—Reunion July 14, 1979, in Annapolis, Md. Contact Jim Dent, 103 Old Country Rd., Severna Park, Md. 21146.

• USS *Skipjack* (SSN 585)—Reunion July 20-22. Contact EMCS (SS) D. Jacobsen, Naval Submarine School, Box 700, Code 51A, Groton, Conn. 06340.

• United States Submarine Veterans—Convention July 26-28, 1979, in New York. Contact Wesley H. Aldag, 226-73 129th Ave., Laurelton, N.Y. 11413.



• USS *Seahorse* (SS 304)—Reunion Aug. 1, 1979, in Mobile, Ala. Contact Paul E. Alexander, 4050 Travona St., Redding, Calif. 96001.

• USS *Cavalla* (SS 244)—Reunion Aug. 1-4, 1979, in Mobile, Ala. Contact Rudy Cieplinski, 8803 Kohler Rd., Sauquoit, N.Y. 13456.

• River Patrol Force (Task Force 116)—12th reunion Aug. 12, 1979, in Norfolk, Va. Contact YNCS John C. Williams, P.O. Box 5523, Virginia Beach, Va. 23455.

• Naval Air Transport Squadrons, Inc.—3rd reunion/workshop Aug. 16-23, 1979, in Honolulu, Hawaii. Contact Alvin R. May Jr., 1015 W. South Ave., Independence, Mo. 64050.

• USS *Craig* (DE 201)—3rd reunion Aug. 17-19, 1979, in Milwaukee, Wis. Contact Duane Engeldinger, 5401 W. Lincoln Creek Drive, Milwaukee, Wis. 53218.

• USS *Topeka* (CL 67)—Reunion Aug. 17-19, 1979, in Virginia Beach, Va. Contact James W. Wilson, 618 Abbott St., Muncie, Ind. 47303.

• USS *Medusa* (AR 1)—Reunion Aug. 19, 1979, in San Diego, Calif. Contact Granvil H. Jones, 3780 Leland St., San Diego, Calif. 92106.

• PT Boat Veterans—Reunion Aug. 30-Sept. 4, 1979, in Phoenix, Ariz. Contact P.T. Boats, Inc., P.O. Box 109, Memphis, Tenn. 38101.

• USS *West Virginia* (BB 48)—Reunion Sept. 1, 1979, in Long Beach, Calif. Contact Mike Kotsmith, 27624 Eldena Drive, San Pedro, Calif. 90732.

• LST 395—Reunion Sept. 1-3, 1979. Contact Frank A. Gaeta, 3141 Via Papeeta, San Diego, Calif. 92154.

• USS *Reid* (DD 369)—Reunion Sept. 21-23, 1979, in Buffalo, N.Y. Contact Robert T. Reed, 1537 N. 59th St., Milwaukee, Wis. 53208.

• Seabees—26th Naval Construction Battalion reunion Sept. 27-30, 1979, in Menominee, Mich. Contact Harry Friedrich, 3671 Mockingbird Lane, Dayton, Ohio 45430.

• USS *Wharton* (AP 7)—Reunion Oct. 4-7, 1979, in St. Louis, Mo. Contact George H. Howlett, 110 Central Avenue, Malden, Mass. 02148.

• Association of Naval Aviation, Inc.—Convention Oct. 18-21, 1979, in Jacksonville, Fla. Contact CAPT W.M. Gortney, USN (Ret), P.O. Box 621, Orange Park, Fla. 32073.

Stern Shots

The helicopter has been around for more than three decades. What was once an oddity in the skies is now a common sight. Below are three old-timers and three fairly recent models. See if you can identify them.

A



B



C



D



E



F



Answers: A — CH-46A; B — HRP-1; C — SH-3A; D — XHJD-1; E — HJP-1 and F — TH-1L

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